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DOCUMENTS

Blacks were shocked when they were told that they actually hated themselves, but now recognize that they must arrest dehumanization and overcome self-hatred. Unless an expanded self-consciousness is developed on both sides, Blacks and Whites will continue indulging in their complacent psychological games. See "Games Blacks and Whites Play," by Jules Oliver, p. 400.

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News briefs

■ **A National Industrial Relations Film Library has been created by the Canada Department of Labour to answer a specific need: a central source of films relating to all aspects of industrial relations.** Topics include: productivity, executive training, safety, adapting to change, improving communication, motivation, employee selection, encouraging ideas and collective bargaining. The National Film Board, through its 23 distribution offices across Canada, will distribute these films for the Department. The development of the library is the result of some 18 months of consultation between labour and management organizations as well as the National Film Board and the Department.

Two examples illustrate the scope of the collection. Under the theme of adapting to change is a 26-minute colour film called "A Matter of Survival." It examines the insecurity created in a medium-sized Canadian business by the automation of the accounting section. It emphasized the personal nightmares of Jerry, the head of the unit, who sees not just his own job but the jobs of his entire staff rendered suddenly obsolete by the machinations of progress. Executives, on the other hand, can benefit from the "Effective Executive Series" that deals with specific areas, for example, "Managing Time," where improvement is possible by stimulating discussion.

All films are 16 mm sound motion pictures. There are 33 English and 12 French films with multiple prints and there are more than 100 single titles that can only be obtained from the Ottawa Library of the National Fil Board. Those interested may obtain descriptive listing of these films from the National Industrial Relatio Film Library, Canada Department of Labour, Ottaw 4. Listings for both French and English films are avai able. There is no rental fee.

■ **Terry Meagher, Executive Secretary of the Metr Toronto Labour Council since 1967, has been name Secretary Treasurer of the Ontario Federation of La bour.** He succeeds Douglas Hamilton who resigned fro the post after 13 years of service. Mr. Meagher wa born in Mulgrove, N.S., and moved to Toronto in 195 Before taking his post with the Labour Council, he wa business agent for Local 280, Beverage Dispensers an Bartenders' Union.

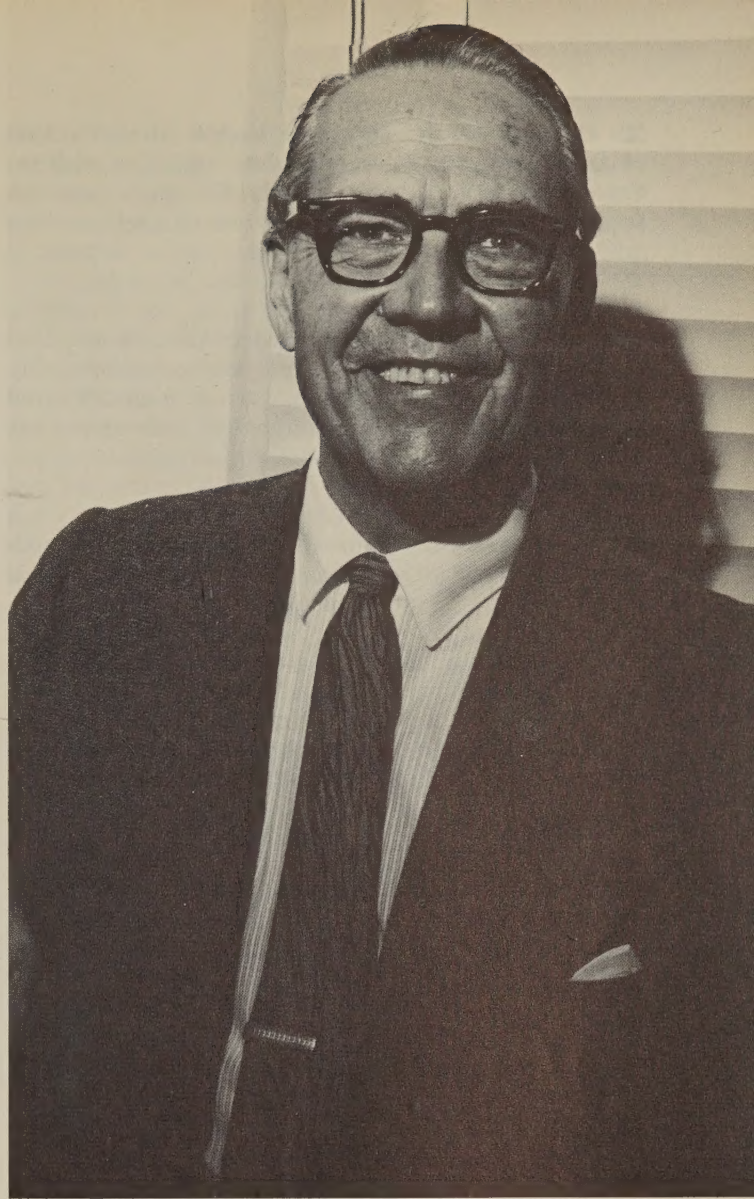
■ **House-building activity rose to new record levels i 1969, says Canadian Housing Statistics, an annual repor from the Central Mortgage and Housing Corporatio** During the year, housing starts totalled 210,415 dwellin units, 6.9 per cent above the previous record of 196,87 units attained in 1968. Completions also increased t a record of 195,826 units from 170,993 units the yea before. Investment in new housing, at $3,370,000,00 was 18.6 per cent higher than in 1968. The rate o housing starts was at a peak early in the year but the declined. A record annual rate of 270,600 units in th first quarter fell dramatically to 182,600 by the fourt quarter.

■ **Howard Pammett, Assistant Director and Chief of he International Conferences and Aid Division, Interna-ional Labour Affairs Branch, Canada Department f Labour, has left the Department to devote his time o writing and research work.** He will be associated with he federal and provincial archives at Peterborough, Ont., and plans to write a history of Victoria, Peter-orough and Haliburton counties. He has already con-ributed more than 90 articles to journals and newspa-ers on the history of the area.

Mr. Pammett joined the Department of Labour in 1942 fter 10 years of teaching. One of his early assignments n the Department while he was in the Deputy Minister's ffice was to plan the relocation from the west coast f some 25,000 Japanese-Canadians. In 1950 he moved o the International Labour Affairs Branch of the De-artment. He has represented Canada at many ILO, OECD and other international meetings in Europe dur-ng his tenure with the Branch.

■ **Another round has been won in the battle for equality f female workers with their male counterparts. In the greement reached between Local P1230 of the Canadian ood and Allied Workers and General Foods at Cobourg, Ont., men and women will receive equal pay for equal ork.** There is no base rate, and an employee is immedi-tely classified and slotted into a wage category. Within ne year the lowest wage in the plant will be $3.35 an our for all employees. Thus, under the new 30-month ontract, which will terminate on March 31, 1972, the omen will receive an average increase of 80 cents an our as opposed to an average of 71 cents for male orkers. The actual wage increases for hourly-paid em-loyees range from 62 cents to 83 cents an hour. The age increases are to come in stages, with 25 cents an our effective immediately and retroactive to the Sep-ember 1969 termination date of the last contract.

■ **Québec Labour and Manpower Minister Maurice Bellemare resigned his position in March and did not un in the April election.** He was succeeded by Jean Cournoyer, the Minister for the Civil Service. Mr. Belle-nare was later appointed chairman of the Provincial Workmen's Compensation Board. Mr. Bellemare, 57, as dean of the National Assembly and a former gov-rnment House leader.



Howard Pammett

■ **About 8,000 employees at 14 Canadian General Electric plants in Ontario voted in March to accept a new two-year contract.** The men are members of the United Electrical, Radio and Machine Workers of America. The union had recommended that the company's final offer be rejected as it was not in line with other major settlements negotiated recently. Terms of the settlement include: a general wage increase of 25 cents an hour in the first year, retroactive to December 24, 1969, and 17 cents an hour in the second year of the contract; a cost of living bonus; and additional increases for skilled jobs.

■ **Districts 18 and 26 of the United Mine Workers of America have been accepted into affiliation with the Canadian Labour Congress.** The UMW application was approved by the Congress Executive Council meeting in Ottawa.

District 26 of the UMW is in eastern Canada and District 18 in western Canada. The combined membership is about 6,000. The UMW was at one time affiliated with the former Canadian Congress of Labour but left in 1955 (L. G. 1956, p. 22).

■ **Jean Beaudry of Montreal has been appointed Executive Vice-President of the Canadian Labour Congress.** Mr. Beaudry, 40, thus becomes one of the four top officers of the CLC. The appointment fills a vacancy left by Gérard Rancourt who died in January. The CLC executive council has appointed also William C. Y. McGregor as a General Vice-President of the CLC, to replace Arthur R. Gibbons who, in January, was appointed senior mediator with the federal Department of Labour.

Mr. Beaudry has been international representative with the United Steelworkers of America since 1954. In 1949 he was elected recording secretary of Steelworkers Local 4278.

Mr. McGregor, 51, has been international vice-president of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees since 1967. He has been active in his union and its predecessor, the Brotherhood of Express Employees, since 1945.

■ **The second world congress of the International Industrial Relations Association will be held at the International Labour Office in Geneva, September 1-4.** Topics for discussion include: the usefulness of manpower policies; workers' participation in management; industrial relations and industrial change; political systems and industrial relations; and the role and functions of industrial relations centres.

■ **A six-week-long dispute between Québec's intern and resident physicians and the Québec governmen ended in March.** The three-year contract gives then about 93 per cent of the Ontario scale. They were asking for 95 per cent. During the dispute, the interns and residents withheld night and weekend services from 5 Québec hospitals.

■ **The minimum wage in Manitoba will be raised t $1.50 an hour from $1.35 on October 1, Labour Ministe A. R. Paulley announced in the Manitoba legislature o April 3.** For those under 18, the minimum will be raise to $1.35 an hour from $1.10. Inexperienced workers wil receive $1.35, instead of $1.20, in the first three months and $1.45, instead of $1.30, in the second three months After six months they must be paid the $1.50 minimum The changes will be effected by order in council; n action by the legislature will be required.

The Labour Minister said that the increase will affec about 30,000 to 35,000 workers in Manitoba, mostly i the restaurant, laundry, repair shop, hospital and garment industries. If applicable, the raise will also b reflected in additional money to municipalities for social welfare, Health Minister Rene Toupin said in reply t a question in the legislature.

■ **Seasonal workers from the Caribbean are again being admitted to Canada this summer to help Ontari farmers in growing, harvesting and canning fruits an vegetables, Manpower and Immigration Minister Alla J. MacEachen has announced.** This seasonal program has now been in effect each year since 1966 to overcome the shortages of Canadian workers at peak demand periods. The government-organized program applies t Jamaica, Barbados, Trinidad and Tobago. It is expected that there will be a need for about the same numbe of seasonal workers as last summer when 1,449 Caribbean workers came to Ontario.

The period began May 1 and extends to November 15 Workers may be employed for a minimum of six weeks or for the duration of the program. Employers pay return fare, provide accommodation, and pay a wage rate of $1.65 an hour—an increase of nine cents an hou over 1969. Since the cost of providing meals has increased, workers may be charged $1.70 a day, an increase of ten cents a day over 1969.

■ **Canada received 161,531 immigrants in 1969, the Department of Manpower and Immigration has announced.** This was a decrease of 22,443 or 12.2 per cent from 1968, but was 23.2 per cent above the average of immigration to Canada over the previous ten years, which was 131,142. Europe, Africa and Australia produced fewer immigrants than in 1968. Asia, the United States and Central and South America showed increases over the previous year. The 1969 movement added 4,349 persons to the labour force, of whom 29,449 were in the professional, technical or managerial category.

Labour relations around the world

■ **Caesar Chavez has led the United Farm Workers to a victory in the California grape workers dispute, now in its fourth year.** Three growers, representing about one-seventh of the table production in the Coachella Valley of California, have signed contracts with the union. Some 750 workers out of a total union membership of 22,000 are covered in the agreements, which were announced at a news conference at the headquarters of the Roman Catholic Archdiocese of Los Angeles. The Most Rev. Joseph Connelly of Hartford, Conn., who headed an ad hoc committee of five bishops instrumental in fostering the negotiations, said that he was confident that "this breakthrough will serve as a pattern for others who wish to solve this prolonged dispute."

Under the contract, the workers will receive $1.75 an hour, plus a 25-cent bonus for each box picked; previously, they received $1.65 an hour and 15 cents a box. Growers will contribute 10 cents an hour to a union health and welfare fund and 2 cents a box to a union fund for farm workers too old to work. Workers will now be paid for jury and witness duty. The contract also prohibits the use by growers of six "hard" pesticides, including DDT.

■ **Retirement may yet become an obsolete word in the vocabulary of the Soviet Union. Soviet officials have embarked on a campaign to encourage retired workers to return to jobs and fill a labour shortage, estimated at 500,000 in the city of Moscow alone.** Meanwhile, Soviet physicians are also encouraging a return-to-work movement for somewhat different reasons: in Kiev, researchers at the Institute of Gerontology are backing the campaign on the grounds that it is more beneficial for people to work than to retire. Dr. Dmitri F. Chebotarev, himself a vigorous 61 and the head of the Institute of Gerontology, said in a meeting with foreign newsmen that his centre had found that continued employment was a vital factor in prolonging life. He said that people who retired often found nothing, felt superfluous in society, and died sooner than might have been expected.

Under Soviet law, men can retire at 60 and women at 55. In hazardous occupations, such as mining, the retirement ages are lower. Pensions are determined on the basis of salary and years of employment, with a maximum of 120 rubles ($142) a month, which is equivalent to the average pay for a full-time worker and by Soviet standards is quite generous. Now to woo pensioners back to the job, they are being offered their pension plus their salary up to a combined maximum of 300 rubles a month.

50 years ago

Machines were still being given more consideration tha workers in Nova Scotia, immigrants were fleeing th prejudices they encountered in the United States, th era of the chain gang was drawing to a close, and work study showed that reduced hours for thinking jol helped the worker perform more effectively, the Jun 1920 Labour Gazette reported.

■ **Lip service was being paid to the aims of the Nov Scotia Accident Prevention Association, the factorie inspector stated in his annual report.** He referred to fou large establishments that had appointed safety enginee and who had seemed to be in the vanguard of a grea humanitarian movement in industry. Some years late the situation could be viewed more pessimistically. Onl in one of the four plants was the safety engineer activel engaged in his work and even in this case there wer no signs of progress toward a safety-oriented plant. I the others, good men had been appointed and the shunted to one side; their advice could be ignored b anyone who chose to do so; their authority and positio were mockeries. One of the men had resigned, sayin that he could not afford to waste his time where ther was no real concern for safety by upper management.

■ **Women were aggressively pursuing their rights When the annual convention of the Ontario Labou Educational Association was over, female delegates me to form their own organization.** The charter aimed a waking up the inert mass of women to the social an political questions affecting their interests. A theme stil common today was especially emphasized: "equal pa for equal work." Apart from considering their own situ ation, the women delegates stressed that there must b free and compulsory education, free text books an uniform methods of teaching in the public schools acros Canada. Any women's group willing to support the goal of the Federation could join by paying a nominal fe of 50 cents a member a year.

■ **Appalled at their reception by native Americans, immigrants to the United States were returning home and immigration had fallen to a negligible rate.** At the National Conference on Immigration, held under the auspices of the Inter-Racial Council, the blame for the exodus was put on those Americans who disparaged the foreign-born mainly on "patriotic" grounds, and on the opposition of native-born labour, as evidenced by the bill being promoted by the American Federation of Labor to bar all immigration for the next two years. Representing thirty racial groups, and leaders in industry, finance, agriculture, labour and education, conference delegates adopted a resolution that asked for the abolition of the literacy test, as being "not only without merit, but a direct injury to the interests of commerce, industry and agriculture." They also proposed that a Federal Board of Assimilation be created with a variety of purposes: to co-ordinate all existing government activities connected with immigration; to oversee the distribution of newly arrived immigrants to their proper destinations; to help them obtain the employment they were best suited for; to provide them with instruction in English and in the history, customs and constitution of the United States; to protect them from fraud and exploitation; to make them feel welcome; and to ensure the co-operation of the relevant federal, state and municipal agencies with which new immigrants came into contact.

■ **Often the innocent suffer during strikes that disrupt essential public services. Fifty years ago in Denmark action was taken to alleviate the situation.** A civic aid society was formed to place labour and materials at the disposal of authorities during serious work stoppages. Neutral, non-political and beyond class considerations, the society was composed both of active members—who worked for the authorities during emergencies—and passive members, who subscribed funds. The movement was not restricted to this Scandinavian country. In France, for instance, the Union Civique performed a similar function.

■ **"I've been working on the chain gang" was not the favourite song of the Committee on Prisons and Prison Labor in the United States.** The committee was waging a campaign to industrialize the prisons, to place prisoners in useful occupations that would yield marketable products, and to open the federal market to prison-made goods. Prisoners would receive pay at the union wage scale in the immediate vicinity of each prison. Backing the committee's recommendation was the American Federation of Labor.

■ **If your job required you to think, you were a good risk for reduced work hours.** If, on the other hand, you functioned as an "automatic worker," any reduction in your workday would see a proportional drop in your productivity. These were the results of a study done by the United States National Industrial Conference Board on hours of work in five major industries. Where intelligence was essential to the performance of the work, it was found that reduced hours helped to prevent fatigue and enabled the employee to function more effectively. But where the product was the result of a mechanical process, any reduction was apt to be unprofitable. In the cotton textile industry of the northern states, for instance, reduction of the workweek to 56 hours involved a proportional reduction of output.

Only 13 per cent of the employees questioned in the study said that shorter working hours had resulted in a noticeable decline in accidents. In fact, 85 per cent said there had been no decline, and the remaining 2 per cent reported a slight increase, which they attributed to the hiring of new men to make up for reduced production because of shorter hours.

Games blacks and whites play

by Jules Oliver

Jules Oliver was appointed Executive Director of the Black United Front of Nova Scotia in April, after having served as Chief Human Rights Officer for the Nova Scotia Human Rights Commission. Mr. Oliver, a native of Halifax, received an M.A. in social work from Acadia University in 1969. He was a management-labour consultant with the Manpower Consultative Service, Canada Department of Labour, in 1964, served as a consultant to the Company of Young Canadians during a Halifax research project, and worked as a community organizer in Halifax. He is a board member of the Black United Front of Nova Scotia and is a member of the co-ordinating committee of the National Council of Health and Welfare. Mr. Oliver has done research and been involved in sensitivity training in the area of race relations during the past three years.

Any review of the 60s will of necessity devote considerable attention to developments within the Civil Rights Movement in the United States and Canada. Social protest activity proliferated untamed, ranging from the non-violent, integrationist demands of Dr. Martin Luther King to the militant demands of Stokely Carmichael and members of the Black Panther Party. The quest for human dignity and Black awareness quickly prompted the renunciation of traditional concepts of integration and in some quarters appeared in the form of extremis nationalism. This radical position found its fullest ex pression in the advocacy of "Soul Cities." On the whole the decade was marked by dramatic swings in the focu of Black ghetto protest. While the legislative machinery leisurely tackled the problems posed by segregation street revolts erupted chaotically, allowing deprived Blacks to vent their emotions against police brutality legal injustice, poor housing and unemployment. The third phase of the movement was geared to the transformation of prejudicial attitudes that have developed ove the centuries. It was a forthright attack on racism.

It is probably at this stage that the American Movement took on universal significance, for Black and White people alike. Blacks were shocked when they were told that they actually hated themselves. Then they were told why and how this had happened. Blacks are now recognizing that this manifestation of racism is the most devastating of all. They have hurdled many of the educational and economic barriers, but they now recognize that they must arrest dehumanization and overcome self-hatred.

For centuries, black was associated with all that was negative and inferior: a white lie, for instance, was not as serious an offence as a black lie. The most degenerate person in a family is the black sheep, not the white sheep. You never hear of anyone being whiteballed or whitemailed—you're blackmailed or blackballed.

o reverse this situation, slogans such as "Black Is eautiful" began to appear in the Black communities. o encourage their own standard of beauty, young Black eople cultivated the Afro hair styles and developed fro-American apparel. These latest trends do not offer complete solution, of course; there is, however, much bout Black awareness that is psychologically valid and asic to the emancipation of Black people. What is much ore frustrating and painful, but just as necessary, is n awareness by Whites of their own negative racist ttitudes—attitudes that have kept them from really nderstanding the fundamental issues involved in the roblem. For, unless an expanded self-consciousness is eveloped on both sides, Blacks and Whites will contine indulging in their complacent psychological games.

sychological games

lacks and Whites must overcome many of the racial angups that exist between them before anything productive can be achieved. As one White girl told me while king part in a sensitivity training program for Black-/hite groups: "We are all unnatural. We can't look at ach other, or talk to each other without having some ind of uncomfortable feelings." If you stop and think bout this, you will realize that it is a powerful statement. Many of you have participated in discussions on race relations. And I'm sure you have said many times that people are very artificial when sharing their views on the matter. Yet, even when we discuss the artificiality of racial barriers, we end up sounding artificial.

Here are some of our specific hangups, the games we play, the bags, that Blacks and Whites get into all the time. One is a bag I'll call "You poor thing," or "it's so terrible." It is often played by White liberals, and it usually involves some expression of sympathy for Black people: "It's just shameful the way we've treated you. If I were in your shoes I'd be just as angry. I really would." The effect is really to place the Black person in an inferior position—a pitiable position. Also, in spite of the good intentions behind it, this kind of statement is another example of responding to the Black person as a category, rather than as a person.

Another bag I'll call "Out Blackie." This is the tendency for Blacks, especially when Whites are present and the Blacks don't know each other, to show what we Blacks would call "together with their blackness" by making increasingly militant statements. A kind of competition develops to see who can say the worst thing about whitey. This can be exciting and energizing; but it doesn't really help anyone overcome racial hangups. At best, it provides an opportunity for expressing anger. At worst, it permits a defiant posture that inhibits rather than facilitates real communication.

Sometimes you get a group of Blacks who are busy out-blacking each other together with a group of Whites who are saying "Kick me, I'm a liberal." In this particular setup, the Whites seem to thrive on being punished by the Blacks. The Blacks get to vent their anger, and the Whites get to work off some of their guilt. It's a beautiful system; but it doesn't get us anywhere. It doesn't change any attitudes or build respect or trust.

A very old bag is called, somewhat appropriately, "These things take time." But the important thing is not to spend a lot of time naming them, or describing them; rather it is to learn how we can move beyond them. Are there ways for Blacks and Whites to become real with each other, to encounter each other as human beings? Or are we doomed to playing games forever?

While serving with the Human Rights Commission, I've developed a program that consists, in part, of encounter tapes for Black-White groups.The tapes are designed to help the participants to get beyond their games and racial hangups, and to develop more honest communication—communication that includes negative feelings, as well as positive ones.

There are five to eleven two-hour sessions in the encounter tapes. At the beginning of each session, a biracial group of eight to 10 people—no more than two thirds of the group are of one race—listen to a tape recording. This provides them with instructions for conducting interpersonal exercises, thereby helping them to use the sessions to get to know one another as persons rather than as categories. Some of these exercises involve talking to each other and expressing honest feelings about each other; some are non-verbal.

Although one of the program's objectives is to encourage the group to advance beyond racial differences to the point where they view each other as people; that doesn't mean the group will gloss over differences and pretend that they're very much alike. That's another bag, another trap. All too often when Blacks and Whites get together, they really play what I'd call: "We're really just alike." This of course, impedes any real contact.

But we are different. Our skin-colour, our hair texture and our history in this country all attest to these differences. We believe the disparities are important and should be acknowledged, because really knowing a person as an individual must include appreciating the ways in which he is different from you. That's generally what

Jules Oliver with Halifax school principal J. W. Pyle

the encounter tapes are all about—developing candi communication. But communication isn't enough. It important and valuable for Blacks and Whites to ge to know each other in more honest ways, but it's no sufficient. It's not sufficient for Whites to understand or Blacks to "Tell it like it is."

One of the most difficult things to do in this life is t allow ourselves to know another person; to touch hin deeply; to attain the kind of understanding that make it possible to face whatever you find inside him—dis couragement, loneliness, anger or pain. What is impor tant in enabling Blacks and Whites to really communi cate with each other is to risk the expression of negativ feelings. There are several important ways that Black and Whites get hung up when it comes to expressin negative feelings to each other.

The main problem used to be that most Blacks held back negative feelings for fear—legitimate fear—of what would happen to them if they were honest about the extent of their anger, pain and hatred. This is still a problem for some Blacks today. But a more common problem is that, although Blacks can and do express negative feelings, too often this is done in a generalized way. "The White Man" and "The White System" are discussed. A beautiful job of dissecting and denouncing racism is done. But it's done in very general terms.

Some of this is valuable. It's important for Whites to hear if they haven't heard it. But at some point it turns into a game, a ritual. **What's much more difficult for most people is to express negative feelings to an individual person of the other race, and to talk about what that individual does to cause those feelings. On the other hand, some Whites tend to have problems expressing negative feelings toward Blacks.** They seem to be afraid that admitting some negative reaction to a Black person is being a racist. As far as possible, they try to maintain a polite, tolerant attitude toward all Blacks.

Risking the expression of negative feelings is, therefore, one of the most important steps that Blacks and Whites can take toward improving communication between them. If real communication between Blacks and Whites is going to be more than just another game, another gag, it must bear fruit in action. I don't think Blacks can be asked any longer to speak to groups unless something concrete is going to come out of it—some further step towards racial justice. The day of plain human relations and understanding is past!

This doesn't mean that Blacks and Whites should organize a ghetto clean-up campaign, or some other meaningless gesture. Action today is not simple, and we recognize that. The point is that **any action, to be honest and to have some hope of effectiveness, has to spring from the real needs, feelings and values of the persons carrying it out. It has to be personal in that way, or else it becomes simply an empty gesture.** This doesn't mean that a group of Whites must indulge in that outmoded concept of plantation charity. The day of boxes of clothing and food is past.

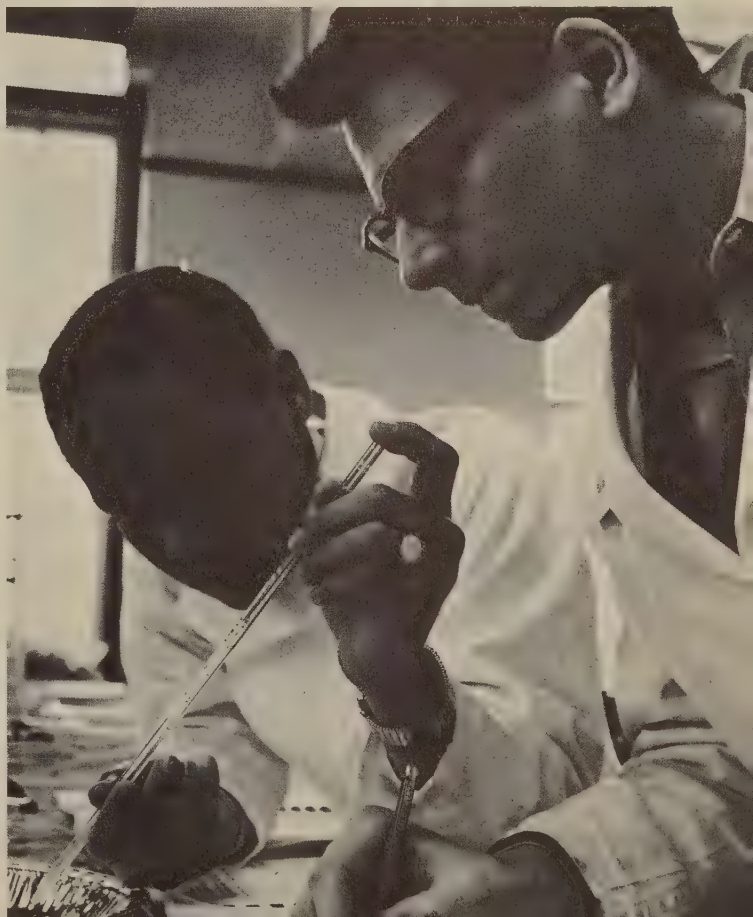
It is fundamental to the whole problem of race relations that you look at your total system—the town or city that you belong to. Look at your business community and see how many Blacks are employed; look at your churches and see what kind of action, if any, they're making to attack social plights; look at your schools and see what attitudes the students are developing, or not developing; look at yourselves, your family, your community and your clubs, to see what attitudes exist there.

I can assure you that, after having done so, you will find the real problem. One of an oppressed mental freedom, a narrow-mindedness, bigotry and in some cases real racial hatred. You will see that we are, in many cases, the evil we're seeking to overcome. Until you are prepared to become personally involved in eradicating the bigotry that exists, Blacks and Whites will never really communicate and understand each other.

Sensitivity training for teachers

Any teacher, and more particularly, one who is involved in a racially integrated setting, must be sincere. If he is not, his pupils will sense it. In a racially integrated situation, a teacher should be striving to enhance the pupils' self-concepts as well as their awareness of others. **The classroom environment should be conducive to the building of family and racial pride within those pupils who are representatives of minority groups and to those children who, despite their race, may be socially and economically oppressed.**

Similarly, the teacher who works within a non-integrated classroom situation should feel the significance of "awakening" the pupils to the fact that there are people of other races, colours and creeds who occupy the earth too. This feeling should motivate the teacher into con-



scientious action. To do otherwise is to perpetuate prejudice, discrimination and racism.

Although prejudice has important emotional and irrational components, it also has cognitive levels such as stereotypes, superstitions and misunderstandings based on misinformation. These may be strongly held, or lightly held, but, either way, such negative attitudes are destructive to human dignity.

The student may obtain stereotypes and misconceptions from many sources. Many school subjects such as history, geography, religious instruction, biology and others

As we have seen, a reconsideration of aims may b necessary here. Let us choose one particular subjec history. In the past, the purpose of history teaching i the schools has often been the encouragement of strong sense of national identity. If we now wish t depart from this purpose, then we may well raise th question: Why teach history at all to school children William Katz, a Black historian, has said, "If you believ that a man has no history worth mentioning, it's eas to assume that he has no humanity worth defending.

I was speaking recently to a racially integrated clas that was in constant conflict. Some of the White student were calling the Black students, "Niggers," "tar babies,

risk purveying prejudices or present their information in a way that may make the child more prone to stereotyped thinking. Teachers must therefore concern themselves with many school subjects and with diverse prejudices—ethnic, national, religious—to reduce their harmful potential, and they must learn to use curricular changes to promote international understanding. These two efforts—reducing the negative and increasing the positive—go hand in hand.

"Black clouds." In discussing the matter of name-calling with the students, one White student, 9 years old, blurted out, **"We're better than the coloured people." I asked him why he felt this way. He replied, "Coloured people have never done anything. Look at history; it has always been the White people that have made discoveries and inventions."** It's ironic that an individual attends the educational institution to become knowledgeable and yet can end up completely ignorant of the truth about his history.

Most people are genuinely astonished when they learn that Blacks sailed with Columbus. They're amazed when you tell them about Phillis Wheatley, who learned English as a slave in Boston and wrote poetry so successfully that Voltaire praised her and George Washington asked her to come to see him. They have never heard of Benjamin Banneker, a mathematician and surveyor who was appointed at the suggestion of Thomas Jefferson to the three-man Commission that planned and laid out the city of Washington.

There are many areas where the truth has been distorted or suppressed. The one area that never ceases to amaze me, is the role of the Black as an inventor.

safety to streets and highways, and the gas mask used by American troops in World War I; Elijah McCoy, in 1872, invented the drip cup that feeds oil to the moving parts of heavy machinery, and held more than 57 patents for other devices. Blacks are credited with inventing such diverse items as ice cream, the golf tee, potato chips, and the player piano.

What are some of the answers to the question, Why teach history?

History should provide examples of admired individuals whose lives could set a valuable example to children.

Most people have heard of George Washington Carver who devised scores of new uses for the lowly peanut. How many people have heard of Nobert Rillieux who, in 1846, invented a vacuum pan that revolutionized the sugar refining industry by speeding up the mechanical process and making the sugar smooth and white? Such men as Lewis Lattimer, inventor, who worked with Thomas Edison and Alexander Graham Bell, drew up the plans for Bell's first telephone; Garrett A. Morgan, in 1923, invented the automatic traffic light that brought

And by choosing examples from different areas we may hope to reduce prejudice. History should provide examples of occasions when false beliefs have been spread or encouraged by unscrupulous rulers to divert aggression from themselves—such as programs, and scapegoating generally. History can be used to teach children a broader time perspective. History can be used to show the idea of development of liberalism and tolerance. History teaching can be used to help the child develop a sense of identity and an identification with

a group that has a long-term existence. History as a discipline can be used to show the child how to distinguish between myths and facts, and help him to acquire a critical evaluation of reality. History can show the social developments of the common man, of workers and producers as distinct from the history of rulers and elites. History can be used to explain the origins of observed differences between nations and groups. By showing how such differences have arisen, the child is helped toward a relativism in values.

Does the school system offer, in its present curriculum, the kind of material that is conducive to developing racial understanding and acceptance? The answer is obvious: of course not.

It's time for the new generation of youth to avoid the ignorance, distortion and falsehoods of the past. Certainly Blacks should know about the contributions that Black individuals and Black groups have made. This is terribly important for our self-image and self-esteem. But it's perhaps even more important for Whites to know; for if nothing else will destroy most of the stereotypes and myths, history will.

But the introduction of a more multi-ethnic material is not enough to ensure greater racial understanding and acceptance among people. Let's not fool ourselves into thinking that the study of Black history and culture will eradicate all of the myths. That would be wishful thinking. I have spoken with many highly educated Whites in professions such as medicine, law, teaching and the ministry, who believe that Blacks are innately inferior—that the Black man is physically inferior, and that any reproduction of species between him and a member of another ethnic group, particularly the White race, would mean reducing the innate abilities that a child might normally have. It's appalling to think that such anachronistic thinking actually prevails in the minds of some people!

In this business, however, one must concern one's self not just with people who manifest a marked perversion in their development, but rather with every individual who, by the nature of his occupation, comes in constant contact with people of various ethnic groups. The teacher is an excellent example of this kind of person. Therefore, **it is necessary for teachers, particularly when they begin to implement multi-ethnic material in their classes, to have a full understanding of their own negative racial attitudes. What is needed also is an awareness of how these attitudes affect their behaviour.** Let me give you an example.

A few months ago I was called by a principal of a high school that is approximately 60 per cent White and 40 per cent Black. His concern was with the difficulty many of the teachers were having with some Black students. Through the course of the conversation it was learned that the so-called "bad coloured students" were involved in interracial dating—an activity that was condemned by some of the teachers. The teachers informed the students involved that this, "was not a good thing to do," and now they were concerned about why these students were showing hostility toward them.

Another example occurred in an elementary school where teachers would read the story, "Little Black Sambo" because the majority of the class—predominantly White—enjoyed the story. Again, the teachers questioned me about why the Black students would be hostile to them, and particularly to the White students who would call the Blacks "Sam." One teacher said, "It was all in fun."

Evidence of this nature compelled us to realize that a sensitivity training program on human and race relations for teachers was needed. The Human Rights Commission has developed such a program. **Its purpose is to develop more sensitivity on the part of teachers, to affect, in a positive manner, their inter-personal relationships among themselves; to help them to relate to students at the feeling level; and to enable the teachers to become more self-aware of their own attitudes toward people of different ethnic groups, and of how these attitudes can affect behaviour.**

Various types of equipment and techniques are used to sensitize teachers and create the kinds of learning experiences to enable them to be sensitive to the "world of the student." Such devices as video taping, tape recorders, films, role playing, and sensitivity exercises, all have specific purposes that enable the teacher to learn how to use himself more effectively in communicating with students. The program takes about 20 hours. Eight hours are spent dealing with the negative racial attitudes that exist in the group. In one of the training sessions, there were times when intense and sometimes highly emotionalized discussions on their attitudes toward Blacks occurred.

Role playing showed them how these attitudes could get them into conflict situations that they could not resolve in the classroom. For example, one of the issues discussed at length in training group sessions was the matter of interracial dating. If a White student believes in segregation of the races, what position will the teacher take if he condones the student's views, and teaches in integrated class? How does a teacher deal with

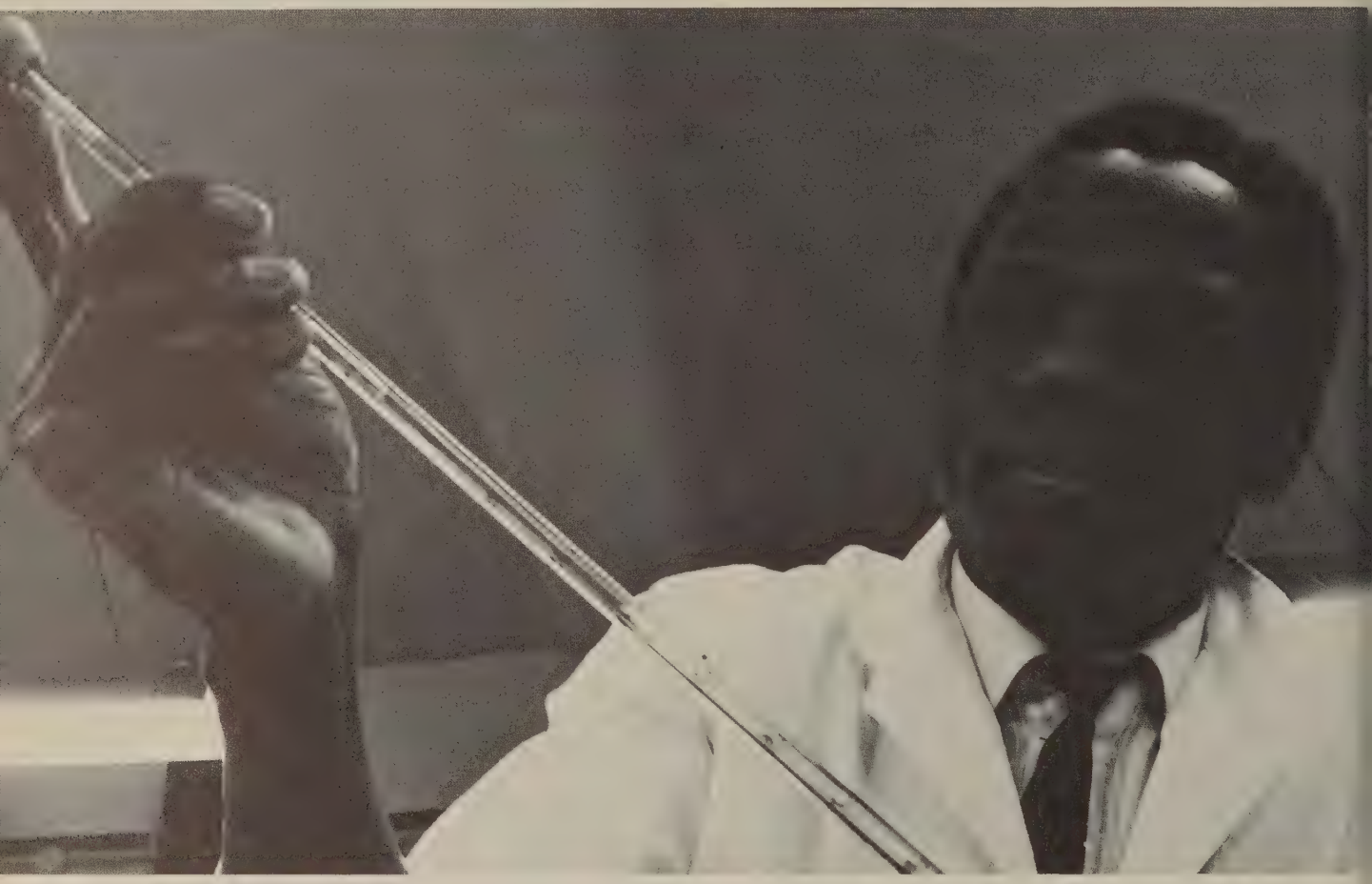
parents who come to the school protesting against the use of multi-ethnic material and the promoting of open discussion about race relations in class.

In role-playing these situations, the teachers found many conflicting feelings in themselves—feelings of wanting to reinforce parents' attitudes, but feelings of guilt at betraying the school's curriculum; conflicting feelings about the importance of teaching the material while not fully believing in it.

Through the whole program, teachers become aware of how their attitudes can affect their behaviour and the student. They become aware of how to pass on attitudes without realizing it. They begin to learn how to listen to, communicate with, and understand the student. They begin to learn how to use themselves effectively in resolving and preventing problems. A greater sharing among themselves of their innermost feelings about race relations and human understanding can result in a greater self-awareness, and a greater awareness about each other. In short, they begin to learn how to relate to students at the feeling level, rather than at a level that is smothered by a professional facade.

I think it is well understood that any approach to problem solving requires dedication on the part of those involved. **Dedication stems from a desire to see change—change that in some cases can prove painful. But the pain of change is the price we must expect to pay for any improvement in race relations.**

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.



On race

There is no race, however defined, that is not capable of developing high civilization, even if it has not bothered to do so. This is more a matter of motivation than ability. Harsh or lush environments may inhibit any tendencies to elaborate civilization. Lack of easy communication or dense settlement prevents the diffusion of new techniques and ideas, the cumulation of which is the basis for civilization. Many of the so-called "lower races" of today are themselves the descendants of groups which produced high civilizations.

And the same was true of them as it is of us. It was not the qualities of the "race" that produced these advances, but the exertions of a few geniuses who crop up in all groups. When we speak of the great advances of the "white" race, what do we mean? We mean the cumulative efforts of a tiny handful of outstanding men and women on whom the dim multitudes are totally parasitical.

When was the last time you, gentle white reader, made a significant breakthrough in scientific or artistic advance? And if you did, how much of it was in fact attributable to the cumulative efforts of past generations?

—Robin Fox, Rutgers University.

A role in decision making

Collective bargaining in Canada must develop to permit effective participation in management by trade unionists, says L. H. Lorrain, Canadian Director and First International Vice-President of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Speaking to the Personnel Association of Toronto recently, Mr. Lorrain said that a more knowledgeable work force will, of necessity, have to participate fully and effectively in management decision making. Employees no longer will be content with the execution of decisions.

"In our system of participation by representation, unions are the only practical vehicle for such participation, which must be real, effective and complete, based on full access to information and not symbolic or manipulative." Direct participation in decision making at all levels "is seen by some authorities as inevitable and necessary if workers are to become really involved in the very institutions that play a crucial part in their lives," Mr. Lorrain said.

He pointed out that there is evidence of participation "of an indirect kind." The process of collective bargaining continues to broaden its scope, and collective agreements influence the conditions under which management is permitted to operate. The problems of technological change are an obvious area where workers must in future participate in the decision making process. "It is a sad commentary on the stage of collective bargaining in Canada that the Freedman Report (L. G. 1966, p. 4) has been allowed to gather dust since it was issued more than four years ago," the union leader said.

He pointed to the paradox of the evolution of the long-term agreement coinciding with the growing importance of technological change. "The long-term agreement has afforded management the benefit of labour peace and predictable labour costs. The union and employees, meanwhile, are confronted with unpredictable changes affecting job security and conditions of employment. Their agreement is defined in terms of a rigid legal framework based on the law of contracts that makes legal collective action, or reaction, impossible," Mr. Lorrain observed.

He said that rapidly changing technology that requires continuous training for new jobs must be accompanied by a rethinking of the conventional distinction between "employed" and "unemployed" workers. Workers will have to be assured a permanent, guaranteed income "based on the simple principle that, whether one spends 25 per cent of one's time or 100 per cent of one's time in learning, the end result is of benefit to the general economic and social community."

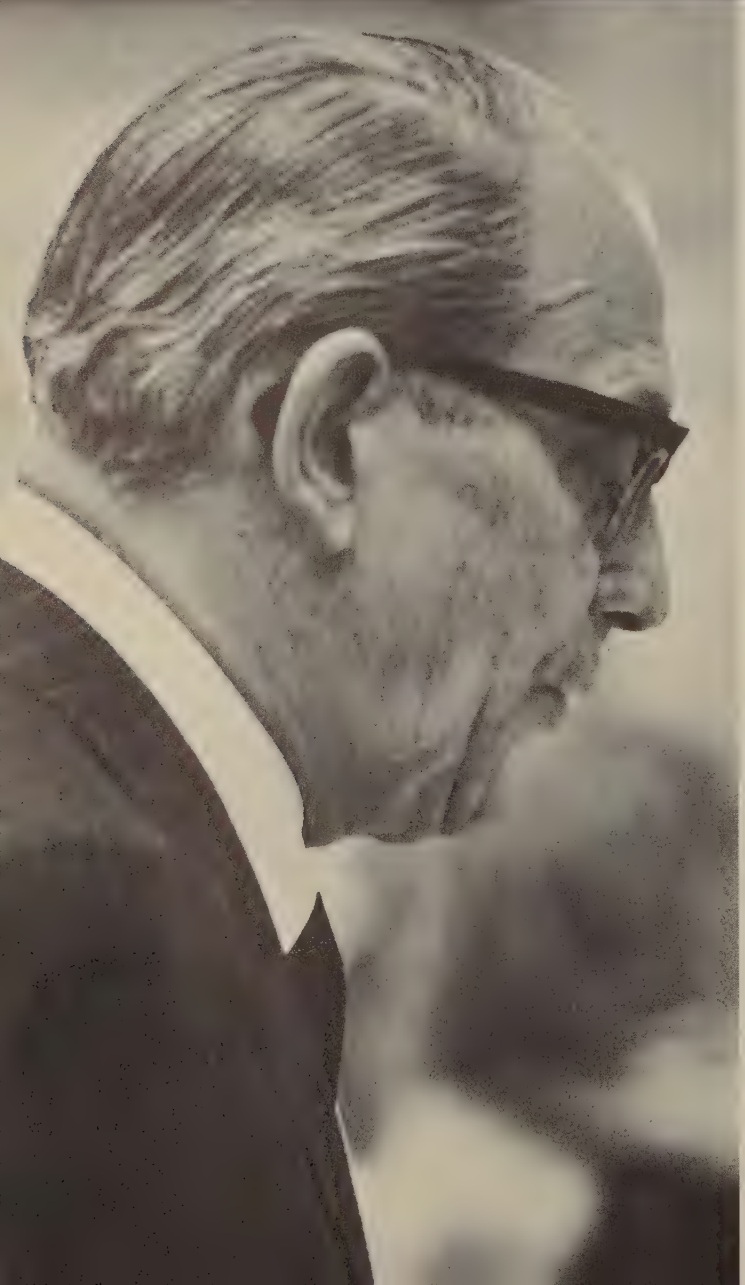
Mr. Lorrain noted also two major trends in collective bargaining that seem to be at odds with one another. There is a general tendency toward centralized or sector bargaining, where contracts cross company lines and involve all companies in an industry in a region or province in one wage contract with a union or group of unions, he said. He cited as an example the Standard Labour Agreement in the pulp and paper industry in British Columbia.

Governments, he said, including the present federal Government, welcomed this trend because it enabled them to more easily predict and gauge the effects of wage settlements on the Canadian economy. It also provided governments, through instruments such as the Prices and Incomes Commission, with an entry into the actual determination of wage increases, Mr. Lorrain said. He stressed that, although central labour agreements are bound to become more common, the power of local unions would not be diffused or limited.

"Organized labour's strength and vitality is founded in the work place, in the realities and problems of the work situation," Mr. Lorrain said. And he noted the interest and emphasis in several Western European countries in establishing a "union presence" at the plant or establishment level. He sees central agreements, in the future, covering basic items such as wages, while local working conditions would continue to be negotiated on an individual plant or company basis.

Running counter to this centralized trend, however, was the emergence of the multi-national corporation or conglomerate, he said. The trend would lead, he suggested, to a bargaining strategy based on the firm as opposed to an economic region, and would limit any influence government might try to exert in establishing wage guidelines.

Briefs to the Government



Give us a piece of the action

The likelihood of a recession has become Canada's number one economic problem, and continued pursuit of the Government's prices and incomes policy will make it even more acute, the Canadian Labour Congress said in its annual brief to the federal Government in March. Not only was the program of the Prices and Incomes Commission ineffective and likely to introduce serious inequities, but it could have serious detrimental effects in future months.

"We are deeply concerned with the kind of policies that your Government is pursuing for the purpose of combatting inflation," the brief said. "We are fearful that these policies, that were put into effect last year, will aggravate and prolong the unemployment problem this year and beyond, and at the same time have only a negligible effect on the overall price problem in Canada." Because of the considerable time lags inherent in these policies, "there is already a built-in demand restraint in the economy which cannot be revoked," the CLC continued. "The full impact of these policies on output and employment will be felt in the months to come. Any additional demand restraint would only exacerbate the unemployment problem. At the same time, the present degree of restraint will soon have an appreciable dampening effect on the rate of wage increases, as is always the case under recessionary conditions."

Donald MacDonald

The CLC said that the Prime Minister has expressed an intention to allow unemployment to rise if this was considered necessary to curb inflation. **"We are concerned that your Government seems to be indifferent to the human, as well as the economic, costs of rising unemployment.** The prospect of hundreds of thousands of unemployed people in this country, as well as the considerable loss of output of goods and services, cannot be regarded lightly. We are equally disturbed that to date little has been done about structural unemployment problems in various regions of the country, problems which persist especially in the Atlantic provinces and in many parts of the Province of Québec."

As for the Prices and Incomes Commission, the CLC made it clear that recently held conferences, sponsored by the Commission, had served only to confirm organized labour's worst fears. At the outset the Commission, disregarding the terms of reference that called for a full investigation of the causes of inflation, jumped to the conclusion that voluntary guidelines were the solution. This approach had been proved unworkable in other countries and had already been rejected by the Economic Council of Canada after careful study. One of the most serious weaknesses was that guidelines were extremely inequitable because they could not be made to apply to all forms of income.

The CLC said that consumers could find little hope for protection in the price review method proposed by the Commission. It would apply only in selected instances, and then in secret. **Effective price control could be implemented only by "a huge government bureaucracy that would be politically unacceptable except under wartime conditions, as well as physically impossible to set up in time to monitor a broad range of price increases in 1970."**

The inflationary conditions that had been felt in Canada, and which now appeared to be subsiding, were attributed almost wholly to circumstances in the United States that affected the Canadian economy, and to "unwise fiscal and monetary policies in both countries." Private parties were not responsible for creating an inflationary environment, rather, they responded to it.

"Wage settlements are highly sensitive to general economic conditions, whether those conditions are inflationary or deflationary. An examination of trends in collective agreements indicates that wage settlements tend to be lower in a recession and higher in an expanding economy. The same applies to profits.

"Two recent Supreme Court of Canada decisions are bound to have a profound effect on trade unions, and beyond them on labour-management relations generally," the CLC noted. "The so-called Murdochville decision not only exposes unions to suits for damages; it makes them the prey of the employer-hired agent provocateur. Even more important, it opens a new breach between the employer and the trade union by substituting litigation for other means of dispute settlement. The so-called 'Metropolitan Life Insurance decision' has placed in jeopardy long-standing and well-functioning procedures of labour relations boards, and has raised serious issues as to the right of association and of the right of unions to admit applicants. We do not believe for a moment that the Metropolitan Life Insurance Company was motivated by a devotion to due process. Quite the contrary, we consider this decision the outcome of anti-union animus. Be that as it may, we express the hope that your government will use its resources to encourage and foster voluntarism in collective bargaining and labour-management relations generally."

Money spent for the development and production of newer and deadlier weapons of war should be put to better use by increasing Canada's aid to developing countries, the CLC suggested. "Any program for external aid that provides less than one per cent of our gross national product for that purpose fails to recognize the situation."

Trudeau Benson Mackasey

The CLC commended the Government for holding a national tripartite conference in Ottawa on the occasion of the fiftieth anniversary of the International Labour Organization, and expressed satisfaction with recent developments in the Voluntary Agencies Program of the Canadian International Development Agency to whom it offered its continued support and co-operation.

Information gathered by the Government under the Corporations and Labour Unions Returns Act is unreliable and misleading and is being used to convey a false impression of international unions, the brief charged. The CLC sharply attacked editorializing in a recent government report that published information gathered under the Act and asked that the Act be rescinded or at least amended. "The data published are being used to attack international trade unions by those who have an interest in doing so, even though an examination of the legislation and of the annual reports makes it clear that the statistics are not reliable."

The government's White Paper on taxation falls considerably short of the country's needs and proposes measures that could result in serious inequities, the brief said. The Congress said it had endorsed the general principles of the Carter Report (L. G. 1967, p. 349), which recognized that too many people had been able to acquire various forms of income that had not been taxed on the same basis as wages and salaries. The more recent White Paper "stopped far short of recommending what we believe should have been a drastic reform in Canadian taxation."

An increasing number of Canadian families are being forced to allocate dangerously high proportions of their income to rent, the CLC said. An estimate placed the number of additional housing units needed by 1979 at 2,500,000—an increase of 1,000,000 over those built in the 1960s. **While housing starts in 1969 reached the 200,000 mark for the first time, the fact remained that "tens of thousands of Canadians who were badly housed a year ago are still badly housed today."**

Increased support for both the National Film Board and the Canadian Broadcasting Corporation was urged in the brief. The CLC expressed support also for the Canadian Radio-Television Commission in its proposals to strengthen Canadian content of broadcasting, and it urged government backing of the Commission's stand.

Trudeau Dodge MacDonald

Canada's system of social legislation is far from complete, the CLC told the Government. Emphasis was placed on the need for a guaranteed income that would assure every Canadian of a place above the poverty level. There was endorsation for the Medical Care Act, but the CLC said it fell short in some respects. There was particular criticism of Ontario's being allowed to include commercial carriers as medicare agencies. The Government was commended for improving the pensions of federal government superannuates and was urged to apply a cost of living escalation clause to all pension schemes in its jurisdiction.

Government's reply

In his reply, Prime Minister Trudeau called inflation the Government's number one problem. He stated flatly that there is no fear that labour can't get what it deserves, and he noted that labour's share of the national income had gone up about 20 per cent in the last 20 years while the percentage of profits had decreased by 25 per cent. The Government is not trying to negate this trend but it does have short-term problems to look after that must be tackled immediately. **He charged that the CLC had failed to offer any positive alternatives, that it had contributed nothing to the solution of the problem.**

Finance Minister Benson said that governments should try to avoid boom or bust situations. The Government had tried to prevent the full effect of the present monetary and fiscal policies from falling on underdeveloped areas by grants to these areas. In the present budget there is an easing of fiscal restraints to give a smaller surplus, more money for such vital areas as housing, farming and regional development. He emphasized that the Government doesn't like using a "big stick" and would welcome co-operation by business and labour to allow the situation to be controlled faster and more easily.

Labour Minister Mackasey said that the CLC must help the Government when unpopular legislation has to be introduced. If labour wants management to be compelled to live up to its moral obligations, then labour must live up to its own obligations. The unions must also adjust to changes, for instance, the necessary reduction of the adversary concept in industrial relations.

Manpower and Immigration Minister MacEachen informed the CLC that he was aware of the need for more services for workers, especially in the field of employment security. He noted that his Department had retrained about 300,000 individuals in the last year, resulting in better employment for these people and more money for the rest of the country.

You can't tell people to wait until the Viet Nam war is over, or some such platitude, before action will be taken to stop inflation. Action is needed now, said Consumer and Corporate Affairs Minister Basford. Some have been critical of the Prices and Incomes Commission for its activity, he said. "I'm glad," said Mr. Basford. It shows that the Commission is doing what it was supposed to do. It will supply background research for the next round of inflation, but is taking the action that is necessary now."

Mr. MacDonald had some comments to make on the Government's remarks. He reiterated that the CLC rejected the idea of voluntary restraints. He placed the blame for inflation on the present Government and its predecessor, and denounced the Trudeau Government for over-reacting to the situation and for making it worse.

Deplorable and intolerable

The Canadian Railway Labour Association also presented a brief rejecting the federal Government's economic policy. The five assembled Cabinet ministers were told that the association rejected "vigorously the simplistic solutions to the economic problems of this country as characterized by a policy of voluntary restraints." The CRLA added that the Government's emphasis on price stability could effectively end free collective bargaining and "impose upon the unions the status quo in the distribution of income." The effects of Government economic policy on the rate of unemployment were similarly denigrated: "The unemployment rate has continued at an intolerably high level for many years now and apparently the Government feels that the political price to pay for such rates is not too high. We consider the Government's record in this area as deplorable and request that immediate steps be taken to ensure that the level is reduced considerably by a softening of its monetary and fiscal policies."

Taking the White Paper on Tax Reform to task for its "piecemeal approach" to taxation reform, the brief recommended that income tax exemptions be raised to $2,000 and $4,000 for single and married employees, that any allowance for employment expenses be sufficient to cover all the expenses involved, and that the capital gains tax on publicly-held shares be at a rate equal to that of income tax rates. The CRLA rapped the Government for the proposed 50 per cent ceiling on income tax payments, saying that this move seemed to defeat the impact and effectiveness of a capital gains tax.

Under the heading of industrial relations, the CRLA again made reference to the Freedman Commission (L.G. 1966, p. 4). The brief noted that **the proposals "would prevent management from introducing changes which would materially affect the working conditions in existence, during the closed period of a collective agree-**

ment, without mutual consent of the unions. This would, in fact, ensure that the intent of the collective agreement when signed, would be complied with at least until the end of the contract." The CRLA recommended that Subsection 2 of Section 22 of the Industrial Relations Investigation Act be amended in line with Mr. Justice Freedman's proposals.

In the section on picketing, the brief emphasized that the CRLA does not believe that injunctions should be granted ex parte. "Notice could and should be given to the party against whom an injunction is being sought and such injunctions should not be granted on affidavit evidence." The CRLA took a firm stand on national transportation policy. It attacked downgrading of passenger service by the railways to secure abandonment of the service or the 80 per cent Government subsidy. It requested that, where possible, Canadian products continue to be shipped on Canadian railways. It asked that financial help be forthcoming for the Canadian shipbuilding industry, and it urged that tolls on the St. Lawrence Seaway be raised for ships other than Canadian and American ones. Greater protection at level crossings was urged, with appropriate changes in the Railway Act to ensure action.

Welcoming the introduction of Medicare, the brief urged the federal Government to stimulate "the growth of co-operative health clinics similar to those established in Ontario and Saskatchewan." These centres provide comprehensive preventive and diagnostic services at reasonable cost.

Among six recommendations on housing, the CRLA called for the establishment of a Department of Housing and Urban Affairs with a full-time minister to "provide continuing research into housing needs and . . . (to) weigh both the economic and social costs and benefits of public housing projects for low-income families."

Finally, urging a guaranteed annual income, the brief exhorted the Government **"to provide retired employees with, at the very minimum, incomes to bring them up to the poverty line,"** as suggested by the Economic Council—$1,800 a year for single persons, and higher incomes for married pensioners.

Government's reply to the CRLA

As chairman of the cabinet members in attendance, Bryce Mackasey made the first reply for the Government. He stated firmly that, as Minister of Labour he wouldn't want to be part of a Government that deliberately set out to create unemployment. **Unemployment, he said, has been an unavoidable by-product of fiscal and monetary policy—one of the few tools open to the federal Government, especially with the lack of control over professionals and the absence of co-operation from the provinces.** Labour can help reduce the need for fiscal and monetary policy by agreeing to co-operate, he said.

Transport Minister Don Jamieson confined his remarks to the section in the brief on national transportation policy. He noted that where abandonment of passenger service was being considered, the Canadian Transport Commission had agreed to hold public hearings, and said he would make certain that any charges of downgrading service were also thoroughly examined by the CTC. Although the Minister stated that passenger service throughout the world was on the decline, he acknowledged his own doubts about writing off railway transportation, and said that he had asked his own Department to advise him on the feasibility of a transportation development agency to research the problem. Commenting on other recommendations of the brief, he declared his belief that Canadian goods should travel on Canadian transportation whenever possible. He admitted that problems exist in the Canadian shipbuilding industry but he explained that much of the present attrition was caused by an excess number of shipyards and a need for modernization. He agreed that it was possible to have a Canadian flag marine without using Canadian ships.

Finance Minister Edgar Benson stated that the federal Government still considered inflation the number one problem in Canada. He added that **inflation is the fault of all—government, management, labour and the individual. Government must take action, the available methods being first to reduce government expenditures without reducing spending in priority areas, and then to formulate monetary and fiscal policies.** These policies are tough, he admitted, and some people will be hurt, but if action is not taken to control inflation immediately these same people will be hurt still more. The Prices and Incomes Commission is not intended to be a "cure-all," but the Government had hoped to see it effect agreements with business and labour to help the economy ease through the period. The Government is not trying to encourage unemployment nor to prevent the shift of income to the workers. It is simply asking Government, labour and management to be modest in their demands during this period.

Robert Andras, the Minister responsible for housing, welcomed the emphasis on housing problems in the brief. He stated that the present housing crisis is one of selectivity—not enough housing for the lower income groups. Mr. Andras emphasized that research into both housing needs and housing environment were continuing. The CMHA has poured increasingly more funds into public housing, but there is still much to be done. The Minister said that he hoped that there would be an announcement on new developments in rent-to-income housing soon.

Retired employees

At the end of the presentation of the main brief by the CRLA, the Retired Employees' Association read its own brief to focus attention on the plight of retired railway employees. The Association attacked the proposed income tax exemptions in the Benson White Paper as "unfair," and asked that a single person be granted an exemption of at least $2,000 and a married person at least $3,000. The results, they predicted, would be "greater spending by low-income citizens who will use the money gained through tax relief to improve their standard of living. This, in turn, would provide employment, and most of the money would flow back into the economy."

On old age security, the brief pointed out that the "time is past due for a substantial increase in old age security benefits. The 4 per cent increase in benefits falls far short of meeting the 25 per cent increase in the cost of living. We also say that the old age security benefits should be tied directly to the cost of living index to be increased or decreased each six months by the same percentage change in that index. A further step that should be taken at once to improve the position of those who have little or no income beyond old age security benefits is to extend the benefits of the Guaranteed Income Supplement so that single persons with a taxable income of less that $3,000 may qualify. **"In making this proposal, we seek to help those who need help now, those who did not have the opportunity to build for the future as workers now do through a combination of private pension plans, Canada Pension Plan and Old Age Security . . ."**

Referring to the Act of Parliament known as the Intercolonial and Prince Edward Island Railways Employees' Provident Fund Act, the brief said that the ICR pension died with the pensioner and that there was no provision for a widow or dependent survivor allowance. The brief asked that the Act be amended or some other action be taken to ensure that the widows would be paid 50 per cent of the allowance received by their husbands after being retired.

It further recommended that the ICR plan be reviewed and action taken to increase the allowances being paid at this time, and in the future, to bring them into line with the pensions being paid to retired employees of the Canadian National Railways. "We would add that in a few years all the employees of the ICR (Canadian Government railways) will be under the CNR Plan, and the ICR Plan will pass out of existence."

A review of the CNTU brief to the Government will be published in the June issue of La Gazette du Travail. Owing to missed deadlines, it will not appear in The Labour Gazette until August.

Human problems in Canada's North

by Terry Pearce

What programs does Canada have for the future employment of the young in Canada's north? This is one of the important questions asked by Denmark's Dr. Jorgin Boggild, who toured parts of northern Canada and Alaska last summer on a trip sponsored by the World Health Organization. The health and development problems facing the Eskimos and Indians in the vast circumpolar region from western Alaska to eastern Greenland are in some ways similar, but different methods are used by the United States, Canada and Denmark to overcome these problems. For this reason, Dr. Boggild, who has spent the last 15 years working in Greenland, made the trip to find out just what the differences are, and whether the methods used in one country could be passed on to the benefit of the others. He visited a number of settlements in the Mackenzie Delta, the Yukon and Alaska.

Greenland, he said, should adopt Canada's water supply and fluoridation systems. Having seen how the people of the Mackenzie Delta thrive on delta water,

Terry Pearce is a freelance photographer and writer from England who has been in Canada for two years. Mr. Pearce has made several trips to the Canadian North, the most recent of which was on the icebreaker St. Laurent, when it accompanied the U.S. tanker Manhattan on its second voyage to the Arctic.

despite the fact that it sometimes comes out of the taps the colour of tea, he said, "I'm sure that our Eskimos could do just as well without the expensive water filtration plants that we have in Greenland." Dr. Boggild thinks also that Greenland could follow the example of Canada's air transport system in the north by using the many versatile types of fixed-wing aircraft instead of the huge, costly helicopters that provide a shuttle service between the settlements.

What can Canada learn from Greenland's experience? As Dr. Boggild sees it, Canada's major problems in the north are human ones. In this respect, Denmark—which owns Greenland—has had a long tradition of close association with the Greenland Eskimos. Their education and administration programs have been going a lot longer than Canada's, and practically all of the Greenlanders—Eskimos and Danes—are educated for at least two years in the towns and villages of Denmark. The children attend mixed schools all over Denmark and live with Danish families. This serves the dual purpose of higher education and orientation into modern European society.

"In northern Canada," Dr. Boggild pointed out, "you have very good schools to equip the children with an education suited to southern living—and then you send them back to the settlements. For what? You also have an excellent health service, the best I have seen, but so expensive." Canada could, he believes, manage just as well with smaller and far less costly nursing stations—total cost $250,000 each—in the small settlements. "If you were for instance, to cut the cost of the nursing stations by half they would be quite adequate. I wonder how many houses you could build with the extra cash, and what would be the effect on the health of some of the Eskimo people with better and more sanitary housing conditions?" he asked. **But the main problem, according to Dr. Boggild, is the future employment of the young people.** Do you have any program for the future of the people in the north? was a question he asked on his northern tour but no one was able to give him an answer.

With the population explosion in the Northwest Territories—the Eskimo people have a higher birth rate than any other ethnic group in Canada—some of the people will have to migrate south to the towns and cities if they are going to have full-time employment. And it seems that orientation into Canadian society in the south is a very necessary and important part of the education

process that has to be completed during the formative years of a child's life. **Introducing the native people of the north into industry in the south after they have reached maturity does not work. It has been tried a number of times, sometimes with disastrous, and nearly always with negative results.** For the younger people, adaptation to new environments is easier, but academic education is not enough.

What does Denmark have as a solution for the population explosion of the pople in Greenland? According to Dr. Boggild, their main industry is fishing. Over the last few years, they have built up their fishing fleets at the coastal settlements, and the fleets now employ a large percentage of the working population. In the southern part of the island, there is some sheep-herding, and in the north, there are a few traditional hunters and fur trappers. The rest of the surplus population migrate and assimilate of their own accord into Denmark.

The two main arguments against moving children in the Northwest Territories for education and orientation in the south are the financial cost to the Government and the long period of absence from their families. **But when you consider that, already, children, from at least Grade 7 on, leave their homes and are air-lifted hundreds of miles to centres like Inuvik and Churchill for 10 months of the year, what would be the difference between education in the north and in the small towns of the south?**

As for the attitude of the children, there is no doubt that they are keen to get out for a chance to see what the rest of Canada is like, and it is enlightening to hear their comments when they leave the settlements to go to Inuvik. Last fall, one of the buses taking school children from the airport to the townsite was loaded with children who had left their home settlements for the first time. The bus came into Inuvik, and the children became more and more excited as they saw the rows of brightly painted, box-like houses and other buildings, the big town! Population 4,000! Finally the bus turned the corner and the school and student hostel came into view. "Gee, just look at the school," exclaimed one of the Eskimo girls. "Oh I dig the hostel. Boy I'll never want to go back to Cambridge Bay after this! Not for a million bucks."

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Barriers to a fair appraisal

The employment problems of middle-aged and older workers may, in some cases, become apparent on the job through falling productivity. They more often become evident, however, when those workers have to seek new jobs or transfer to new occupations requiring training. These problems are due in some cases to technological and economic change, and to the fact that many younger people have had longer and more recent periods of education and training, says a report of the Manpower and Social Affairs Committee on Policies for the Employment of Older Workers of the Organization of Economic Co-operation and Development.

The committee's conclusions suggest that the preference for younger persons and the views held by some employers concerning older workers as a class, constitute barriers to a fair appraisal of their personal competence and potentialities. The prevalence of formal or informal age limits in hiring and job placements were considered evidence of these attitudes.

According to the report, discrimination against older persons sometimes stems from institutional rules, such as personnel practices favouring internal promotion, or insurance plans. It may be reinforced by the failure of hiring officers to ascertain the individual's abilities or qualifications, or the inadequacy of existing tests of personal capacity or performance. Limited knowledge by some managements of special techniques of job redesign and training methods for older workers may tend to support resistance to their employment.

Sometimes individual older persons reduce the possibilities for their own adaptation by resisting retraining. Others, willing to undertake such preparation, find the facilities inadequate and conditions and methods ill-adapted to their needs. The costs and special personnel factors involved in the movement discourage some older workers from making transfers to new jobs. In common with other workers, individual older workers often lack knowledge of vacancies and don't know how to look for a job. Personal adjustment problems make re-absorption into employment difficult for some workers.

The committee proposes that its member countries should consider measures seeking to prevent older workers from being forced into unemployment, less remunerative employment and premature retirement; and to extend opportunities for their productive employment. The report goes on to suggest that general programs for health, education and vocational training should be available to workers of all ages to promote mental and physical adaptability to changing job requirements and social needs. It points out that some older workers have significant social and psychological problems that call for special vocational rehabilitative services. Another measure suggested is for special advisory management services on job redesign, arrangements of work schedules, training methods for older workers, and procedures for overcoming institutional and other barriers.

Training methods employed in public and private establishments should be specifically adapted to the learning needs of older persons, according to the committee's findings. The report explains that preparatory general education may be acquired by individuals prior to occupational training. Such training should be carried out under conditions providing personal security in an environment that minimizes distractions. The use of special materials should permit learning through controlled experience participation and discovery in a series of problem-solving tasks. Instruction, states the report, should be brief and easily comprehensible and the program should allow time for consolidation of what has been learned. Where jobs are not immediately available, current experiments point to the value of multi-occupational training.

The committee considers that **employers should be discouraged by appropriate means from imposing general maximum age limits in engaging new employees. One means suggested was that a special educational program be carried on, particularly among employers, to persuade them to consider older applicants on their individual merit.** It also suggests that individual enterprises should promote the continued utilization of their older employees through personnel policies that minimize redundancy by internal job transfers, job redesign and training techniques especially adapted for older workers. Institutional policies and insurance regulations that limit the employment of older workers might be modified without impairing the value of those benefits to all employees.

In its conclusions, the committee recommends the encouragement of research into the capacities, performance and methods of extending the productive employment of older workers; and that the findings of such research be presented in forms easily understood at the implementing level.

Provisions in major collective agreements—1969

Part I

This study is based on a survey of 85 selected contractual provisions in 301 collective agreements in the manufacturing sector across Canada, on file with the Economics and Research Branch of the Canada Department of Labour. The agreements cover 414,784 workers in industries with 500 and more employees and the agreements were in effect at January 1, 1969. About 79 per cent were scheduled to remain in effect in 1970 or later. The complete study with tabular data is available from the Department's Collective Bargaining Division, Economics and Research Branch. Part II will be published in the July issue of The Labour Gazette.

Term of agreement

When compared with previous studies, the trend to long-term agreements was found to be fairly persistent. The duration of the majority of agreements in the survey was 33 months and longer. By contrast, the incidence of short-term agreements was found to be very low. The study showed that 46 per cent of the agreements, covering 59 per cent of employees, were scheduled to remain in effect for a period of 33 months and longer. Another 39 per cent of the agreements, covering 26 per cent of employees, had a duration of 21-26 months. Only 3 per cent of the agreements, covering 2 per cent of employees, had a term of less than 15 months.

Union security

A majority of employers and unions have negotiated some form of union security clause. A primary function of membership clauses is to assure the union's status in the covering plant. Of the collective bargaining agreements surveyed, 65 per cent, covering 69 per cent employees, provided for some form of membership in the union as a condition of employment. The range of choice ran from the closed shop through to the union shop with its modifications and maintenance of membership. The heaviest concentration of membership clauses was in union shop. The closed shop accounted for 8 per cent of the agreements, 9 per cent of employees. Agreements in this category prescribe that only union members will be hired. The straight union shop provision was found in 27 per cent of the agreements with substantially the same distribution for workers covered in the survey.

The modified union shop, as the term implies, is a common variant of the union shop. The survey showed that 23 per cent of the agreements, 27 per cent employees, had this type of provision. An important feature of such provisions is that employees who are not members of the union at the time the agreement is signed are not obligated to join the union. Those who are or who become members of the union, however, must maintain their membership as a condition of employment. New employees are also required to apply for and to maintain membership in the union as a condition of employment.

The results of the study showed that the incidence of the maintenance of membership provision was relatively low. Only 7 per cent of the agreements, 6 per cent of employees, had this type of provision. Under this provision employees are not compelled to join the union; those who elect to do so, however, are obliged to remain union members in good standing for the duration of the agreement, as a condition of employment.

Dues check off

All provisions committing the employer to deduct from the pay of an employee the amount of union dues, assessments, or the equivalent of union dues were tabulated under this classification. On this basis the survey shows that dues check off is standard practice in the industry. It was found that 97 per cent of the agreements, covering 98 per cent of employees, had a provision for dues check off in one form or another. The company is required to transmit to the union the sums so deducted. Many detailed variations of check off were found in the agreements surveyed. Many of these variations were adapted to the type of union security clauses negotiated in the agreements. In the absence of a union security clause, check off of union dues was provided for on a voluntary basis. In some instances it was voluntary, revocable at any time; in other instances it was voluntary, irrevocable, with an escape clause.

Thirty per cent of the agreements, covering 29 per cent of employees, had a provision incorporating the Rand Formula. The distinguishing feature of the Rand Formula is that it invariably prescribes that all employees whom the union is required to represent in the bargaining unit, whether or not they are union members, must pay union dues or its equivalent as a condition of continued employment.

Seniority

Seniority provisions represent an important group of provisions and are of vital concern to employees because of the manner in which they can influence the operation of many other clauses in an agreement and hence workers' job security. These provisions not only determine which workers will be laid off, transferred, promoted or recalled but also govern eligibility for severance pay, vacations, and fringe benefits.

In practically all agreements that had seniority provisions an attempt was made to deal with the following problems: establishment of the unit in which the employee may acquire and apply seniority credits; identification of the circumstances under which an employee may lose seniority; determination of the seniority status of an employee who transfers from one part of the bargaining unit to another or who leaves the bargaining unit altogether; and fixing certain exceptions to the seniority rules.

Forty-two per cent of agreements covering a similar percentage distribution of employees had a provision for special seniority. These clauses are usually operative at times of layoffs. The two most frequent exceptions to seniority as a basis for layoffs were: in the case of certain union officials, and in the case of "key workers" or workers having designated special skills.

Clauses illustrating each type of exemption are shown below:

"Officers of the Union and Committeemen during their terms of office shall have super seniority in their respective classifications for the purposes of layoff and recall only;" and

"In cases of transfers to avoid layoff, other than those of a temporary nature, and layoff due to lack of work, the Company agrees that seniority in the classifications and in the classes within the classifications shall be the prime consideration, but the Union recognizes the Company's right to have regard for ability and to retain

a limited number of employees of lesser seniority who, because of special training or ability, are essential to the efficient operation of the plant, provided such employees are placed on jobs making use of such special training or ability."

Eighty-six per cent of agreements, covering about 85 per cent of the employees, had a specific provision for seniority on promotion. Of these, only 1 per cent, 2 per cent of employees, specified the application of straight seniority in cases of promotion, whereas 85 per cent, 83 per cent of employees, prescribed that seniority would be considered along with other factors such as knowledge, skills, ability, training and physical fitness. In these instances it was stated that seniority would be the dominant consideration only when other factors were judged relatively "equal."

Ninety-four per cent of agreements, 88 per cent of employees, had a provision regarding seniority on layoff. As in the case of seniority on promotion, the most frequent provisions stipulated that seniority would be taken into account together with other factors or that it would be considered only when qualifications to perform the job were relatively "equal." Seventy-five per cent of the agreements, 72 per cent of employees, came under this classification. The remaining 19 per cent, 16 per cent of employees, had a provision for straight seniority.

Most collective agreements provide that laid-off employees continue to retain seniority during periods of protracted layoff. In the study, 87 per cent of agreements, 86 per cent of employees, had such a provision. The most common provision specified a retention period graduated according to the employee's length of service. Thirty-three per cent of agreements, 42 per cent of employees, had this type of provision. Next in incidence was the provision that specified a retention period of 12 months or less. This type of provision was found in 28 per cent of agreements and covered 18 per cent of employees. Twenty-one per cent of agreements, 19 per cent of employees, had a provision for a retention period of more than 12 months. The period of retention usually ranged upward from 13 to 36 months.

The study showed that 59 per cent of agreements, covering 60 per cent of employees, had a specific provision for retention of seniority during illness. The following is an illustration of this type of provision: "Seniority will continue to accrue during an absence due to illness or injury (except industrial injury) for a period of time equal to the employee's length of continuous service, or for a period of twelve consecutive months, whichever is less. If an employee is absent due to illness or injury (except industrial injury) for a period exceeding his length of service, or for a period exceeding twelve consecutive months (whichever is less), accrued seniority will be retained for a further period of twenty-four months, at which time employment shall be considered terminated."

Bumping is the practice that allows senior employees to displace junior employees in another job or department during a layoff or reduction in the work force. This type of provision was found in 57 per cent of agreements that covered approximately half the total number of employees included in the survey. A typical clause specifies that: ". . . an applicant shall be recalled within forty-five days after layoff to displace an employee with less seniority in another seniority group in the same classification or in a classification that he previously held, the work of which he satisfactorily performed, provided he has six months more seniority than the employee he displaces and he is qualified to perform the duties of the employee he displaces."

Provisions which specified the length of probationary period after hiring were found to be standard practice in collective bargaining agreements in manufacturing. Ninety-one per cent of agreements with substantially the same percentage distribution for employees covered in the survey had such a provision. The most common stipulated a probationary period up to 3 months. This was found to be the case in 45 per cent of agreements, 41 per cent of employees.

The next in frequency was a period of 2 months. Twenty-two per cent of agreements, 21 per cent of employees, had this type of provision. Fourteen per cent of agreements, 14 per cent of employees, had a provision for a period of one month or less. Employees usually begin to accumulate seniority only after their probationary period has expired.

Sixty-nine per cent of the agreements, approximately 62 per cent of employees, had a provision regarding the rate to be paid to an employee who is temporarily transferred from one job or operation to another. All tabulations in this classification dealt specifically with rate on temporary transfers made at the request of the employer. The most frequent provision stipulated that the employee would receive the new rate or his regular rate, whichever is the higher. This was found to be the case in 43 per cent of agreements, 39 per cent of the employees. There was a very low incidence of agreements that had a provision for the employee to be paid simply his regular rate on temporary transfer, only 3 per cent of agreements, 4 per cent of employees, having this type of provision.

Sixty-one per cent of agreements, 54 per cent of employees, had a provision for notice of layoff in the event of a reduction in the work force. The majority of these, 48 per cent of agreements, covering 43 per cent of employees, specified a period of one week or less. It should be noted that notice may be given to either the employees affected or the union.

The majority of agreements had a provision incorporating the practice of posting notices of job vacancies with preference for bids given to employees with greater seniority, provided they are qualified to perform the job or can do so with relatively little training. Sixty-nine per cent of agreements, 63 per cent of employees, had such a provision.

Severance pay and S.U.B.

A primary function of severance pay, variously called dismissal allowance or termination pay, is to afford transitional income to a displaced worker who through no fault of his own is forced to seek employment elsewhere. It should be noted that severance pay is not part of Supplementary Unemployment Benefit nor is it paid from S.U.B. funds. The study revealed that severance pay and S.U.B. were related only to the extent that, under certain circumstances, S.U.B. payments would be deducted from severance pay. S.U.B. plans establish a fund from which an employee who is laid off can draw benefits for a specified period of time. The primary purpose of S.U.B. is to supplement the benefits provided by unemployment insurance benefits. Whereas severance pay invariably cancels the employee's right to recall, S.U.B. does not carry this effect.

The study showed that 46 per cent of agreements, that covered 62 per cent of employees in the survey, had a specific provision for severance pay and/or S.U.B. The majority of these, that is 26 per cent of agreements, 30 per cent of employees, had a provision which specified severance pay benefits, whereas 10 per cent of agreements, 12 per cent of employees, had a provision for S.U.B. plans only and 9 per cent of agreements, 17 per cent of employees, had a provision for S.U.B. plans with severance pay. There was no discernible pattern in S.U.B. plans. They varied in scope, eligibility requirements, duration and types of benefits.

Recall procedure

Few agreements provide for recall strictly on the basis of the inverse order of layoff. This was found to be the case in 23 per cent of agreements, 20 per cent of employees. **The majority of agreements—58 per cent of agreements, covering 64 per cent of employees—had a provision for recall in the inverse order of layoff according to seniority with the proviso that the employee must be qualified to perform the job.**

Only 15 per cent of the agreements, covering 17 per cent of employees in the survey, had a provision for distribution of work in slack periods. This type of provision is primarily designed to minimize the possibility of layoff of employees because of seasonal and cyclical fluctuations in production. A typical clause usually says that: ". . . employees may be required to do other work to complete their workweek when there is not enough for them to do in their regularly assigned jobs."

A variation in this type of provision stipulates that: "if, after the reduction of overtime there is not sufficient work to provide a standard workweek for those employed, consideration will be given to reduction of the number of hours worked before laying off employees."

Next month, Part II of Provisions in Major Collective Agreements, covering such items as grievance and arbitration machinery, wage guarantees, premium pay, allowances, paid holidays, paid vacations, and other miscellaneous provisions.

Discrimination in employment

"There are two things I can't stand," E. Logic complained dourly. "Discrimination, and people with green eyeballs." Unfortunately for E. Logic, his horizon did not extend beyond the halo round his head. As such, he was hopelessly ignorant of the patent contradiction that lurked beneath. And so it was historically for most of his ilk. Discrimination was simply a nasty 14-letter word, an apt target for pious public debate, as it were. But if the truth be known, none of these moral posturings belied the ugly reality of man's private and irrational hostilities. These were customarily permitted full and unbridled expression.

Currently, discrimination has become a prerogative that one can no longer afford. To a society caught in the throes of social upheavel and grass-roots ferment, and jarred out of complacency into a self-conscious striving for distributive justice, discrimination has become anathema—ostensibly, at any rate. Against this backdrop, it is hardly surprising that legislators, welfare specialists, trade unionists, social scientists and sundry others have begun to devote increased attention to treatises and empirical surveys on the subject, particularly as regards its bread and butter ramifications.

In this respect, **"Discrimination in Employment; A Selected Annotated Bibliography" emerges as a timely and most welcome piece of documentation. Prepared by Mrs. Karen Herring under the joint auspices of the Economics and Research Branch, and the Fair Employment Practices Branch, Canada Department of Labour,** this compendium of reference material goes a long way toward filling the gaps that exist in available bibliographies on discriminatory employment practices. It was compiled from such sources as provincial human rights commissions, provincial departments of labour, universities, and federal government departments, and includes within its purview, Canadian, American and British studies of the subject—making it an excellent resource guide for comparative purposes.

Its obvious forte is its scope, in terms of sheer number of studies reviewed, and its overall eclectic perspective. The bibliography spans a vast body of statistical-empirical research on discrimination, rigorous analytical studies, discursive philisophical articles, and human rights legislation. Although racial, ethnic and religious discrimination in employment at the local and national level constitute its major focus, studies are included that bear on the issue from broader vantage points.

Of particular interest to Canadians are surveys of the socio-economic status and occupational distribution of Indians, Eskimos and Negroes in Canada. Comparisons of their employment situation vis-à-vis other groups tend to be invidious, with the obvious implication being that vast areas of discriminatory practice still persist. **The Indians of British Columbia,** a study-discussion text by Jill A. Willmott, discloses, for example, that Indians are discriminated against in urban centres and that few are found in white-collar jobs. Eskimos do not appear to fare any more favourably. F. G. Vallee in **Kabloona and Eskimo in the Central Keewatin** paints a rather dismal portrait of the mobility chances of Eskimos in the Baker Lake region of the Northwest Territories during the late 50s, where more than half of the wage-paying positions required that the incumbent have an educational level, a degree of training and a facility in English that no Eskimo possessed. In 1959, only one Eskimo had skilled work. In the case of Canadian Blacks, instances of entrenched prejudice are given ample and frank documentation, with particular attention to the devastating social, intellectual and economic privations that result. An excellent illustration is provided by **The Condition of Negroes of Halifax City, Nova Scotia,** a demographic survey undertaken by the Institute for Public Affairs, Dalhousie University. Evidence suggests that Blacks here are underemployed, ill-housed, and under-educated; that they have been living under a form of segregation and are discriminated against in employment. Most are employed in semi-skilled, unskilled or service occupations. A broader overview and rather penetrating analysis of the structure of social class and power in Canada can be found in **The Vertical Mosaic** by John Porter. By analysing the proportions of each ethnic group in occupational categories, and comparing these with the proportions of the total labour force in the same categories, Porter establishes an empirically sound basis for postulating an association between ethnic origin and occupational status.

The above studies are only a small sample of the range covered in this bibliography, which is recommended for individual study and research purposes. If you are interested in obtaining a free copy, write to the Publications Division, Canada Department of Labour.

Price indexes

Consumer, February 1970

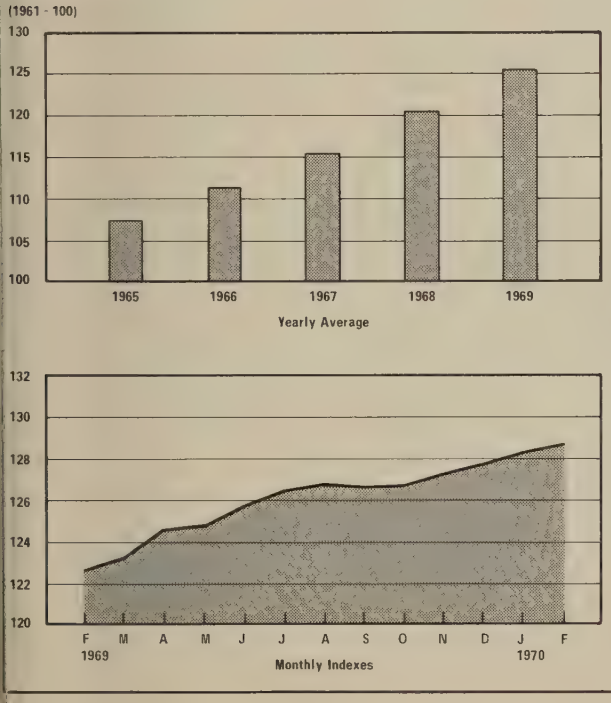
The consumer price index (1961 = 100) advanced 0.4 per cent to 128.7 in February from 128.2 in January and was 5.0 per cent higher than the February 1969 level of 122.6. More than one half of the February 1970 increase in the all-items index was caused by a 0.9 per cent advance in the food index, with notable increases recorded for beef, pork and other meats.

The food index advanced 0.9 per cent to 131.3 from 130.1, and was 6.0 per cent higher than a year ago; most of the increase was because of a 6.1 per cent advance in beef prices. With a decrease of more than 13 per cent between June and December, the beef index in the last two months has regained approximately half of this decline. The price of other meat items also advanced—pork 1.5 per cent, poultry 0.6 per cent, and fish 1.6 per cent. Meat prices on the whole were more than 10 per cent higher than they were a year ago. Vegetable prices were relatively unchanged between January and February as markedly higher prices for onions, carrots, cabbage and potatoes were offset by lower prices for tomatoes, lettuce and celery. Since February 1969, vegetable prices have risen by about 16 per cent, in contrast to a decline of 2.4 per cent for fruits in the same period. Some staple foods, including coffee, sugar and butter, increased during the month. The average price of fresh milk rose fractionally. Egg prices declined seasonally by about 6 per cent.

The housing index rose 0.2 per cent to 128.3 from 128.1, and was 4.9 per cent above last year's level. A rise in the shelter component caused the increase. The home-ownership index moved up 0.3 per cent, reflecting higher prices for new houses and repairs. Rents rose 0.2 per cent. Within the household operation component, higher price levels for fuel and electricity were offset by sales of furniture, floor covering, and household textiles.

The clothing index declined by 0.3 per cent to 125.1 from 125.5, and was 2.7 per cent higher than a year earlier. The latest decline was a reflection of the continuation of midwinter sales which, a month earlier, had contributed to a 0.7 per cent decline in this index. Between January and February, men's wear, children's wear and footwear registered decreases of 0.3 per cent, while women's wear and piece goods prices advanced slightly, after having declined a month earlier.

Consumer Price Index



The transportation index moved up 0.7 per cent to 123.5 from 122.7. Among automobile operation items, car insurance rates registered advances ranging between 2 and 15 per cent in a number of major cities. Within the local transportation component, bus fare increases were recorded for Regina and Thunder Bay, and taxi fares moved up in Hamilton and a number of smaller Ontario centres. Owing to seasonally lower train fares, the price of intercity travel dropped 8 per cent.

The health and personal care index rose 0.7 per cent to 137.7 from 136.8. Higher prices were recorded for most pharmaceutical and toiletry items, and men's and women's hairdressing.

The recreation and reading index advanced 0.8 per cent to 129.0 from 128.0. An increase of 5.7 per cent in magazine subscription rates, higher cinema admissions in Edmonton and Saint John, and camera film and processing in several major cities accounted for most of the increase in this component.

The tobacco and alcohol component was unchanged from its January level of 126.5 and was 3.8 per cent higher than a year earlier.

City consumer, February 1970

Between January and February, consumer price indexes rose in all regional cities and city combinations, ranging from 0.2 per cent in Edmonton-Calgary to 0.8 per cent in St. John's.

Food prices increased in all cities except Edmonton-Calgary. Higher shelter costs contributed to increases in the housing component in seven cities, but Halifax and Winnipeg registered slight declines, reflecting sale prices for some furniture items. Clothing prices were lower in most eastern and central cities as a result of midwinter sales. The average price level in western centres was either unchanged or slightly higher than in the preceding month. Increased magazine subscription rates were mainly responsible for advances in all recreation and reading indexes; higher auto insurance premiums moved up transportation indexes in several cities.

Regional consumer price index point changes between January and February 1970 were: St. John's +1.0 to 121.9; Saint John +.8 to 123.2; Ottawa +.8 to 126.5; Montreal +.7 to 124.2; Winnipeg +.5 to 126.7; Halifax +.4 to 123.6; Toronto +.4 to 127.2; Saskatoon-Regina +.4 to 122.1; Vancouver +.4 to 121.4; Edmonton-Calgary +.2 to 123.7.

Wholesale, February 1970

The general wholesale index (1935-39 = 100) rose 0.5 per cent to 289.1 in February from the January index of 287.8, and was 3.6 per cent higher than the February 1969 index of 279.0. Seven of the eight major group indexes were higher, and one declined.

The animal products group index increased 1.6 per cent to 338.4 from 333.2 on higher prices for livestock and fresh and cured meats. A rise of 0.5 per cent to 237.9 from 236.6 in the vegetable products group index reflected higher prices for potatoes, fresh fruits, grains and rubber and its products.

An increase of 0.5 per cent to 303.4 from 302.0 in the iron products group index was caused by price increases for scrap iron and steel, and steel pipe and tubing. Increases of 0.1 per cent or less occurred in four major group indexes: non-ferrous metals products to 291.9 from 290.9; chemical products to 223.4 from 223.2; wood products to 380.1 from 380.0; and non-metallic minerals products to 213.0 from 212.9. The textile products group index declined slightly to 256.8 from 257.0.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.2 per cent to 281.1 from 281.6 in the three-week period between February 6 and February 27. The animal products index moved down 0.4 per cent to 372.2 from 373.8. The field products index increased 0.3 per cent to 189.9 from 189.3.

U.S. consumer, February 1970

The United States consumer price index (1957-59 = 100) increased 0.5 per cent to 132.5 in February, and was 6.3 per cent higher than a year ago.

After allowance for seasonal factors, such as the normal fluctuations of some food prices, the rise in the index was 0.1 per cent less last month than in the previous three months. In those months, the seasonally adjusted index rose 0.6 per cent.

One fifth of the increase in February was partly artificial and it reflected the government's decision to increase the interest rate on Veterans Administration mortgages from 7.5 per cent to 8.5 per cent.

Apart from the technical increase in mortgage interest rates, the chief causes of the February price increase were further advances in the prices of food and apparel. Services were important also. In the food category, prices of beef, pork and fresh fruits and vegetables were higher than usual, and dairy product prices advanced contra-seasonally. In the service component, there was a large increase in medical care costs, mainly because of a rise in hospital room rates, household service charges, and public transportation costs.

British retail, January 1970

The British index of retail prices (January 16, 1962 = 100) was 135.5 at January 20 compared with 134.4 at December 16, and 129.1 at January 14, 1969. The index measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners.

The principal changes during the month were increases in the prices of household coal and coke, bread, potatoes and other fresh vegetables, and a decrease in the average price of eggs. The index for items of food whose prices show significant seasonal variations—namely, home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 136.8; for all other items of food it was 134.5.

Increases in the average prices of bread, potatoes, onions and other vegetables, sweets, chocolate and fish, were partly offset by a reduction in the average price of eggs. The index for foods, the prices of which show significant seasonal variations, rose to 136.8, compared with 134.4 in December. The index for the food group as a whole was 134.7, compared with 133.4 in December.

As a result of increases in the average levels of prices of household coal and coke, the index for the fuel and light group as a whole, advanced to 145.3, compared with 141.7 in December.

As a result of increases in the prices of furniture, soft furnishings and some other items in the group, the index for the durable household goods groups rose to 122.2, compared with 120.8 in December.

There were rises in the average levels of prices of many articles of clothing and footwear, and the index for this group as a whole rose to 120.5, compared with 120.0 in December.

Mainly as a result of increases in the prices of second-hand cars, the index for the transport and vehicles group as a whole rose to 125.4, compared with 124.9 in December.

The principal changes in the miscellaneous goods group were rises in the prices of newspapers and periodicals, and of travel and sports goods. The index for the group as a whole moved up one per cent to 136.4. Mainly because of rises in the average levels of charges for renting television sets and for admission to cinemas, the index for the services group as whole rose to 147.6, compared with 145.7 in December. There was a rise of nearly one half of one per cent in the prices of meals bought and consumed outside the home, and the index rose to 139.4, compared with 138.9 in December.

Unemployment insurance report

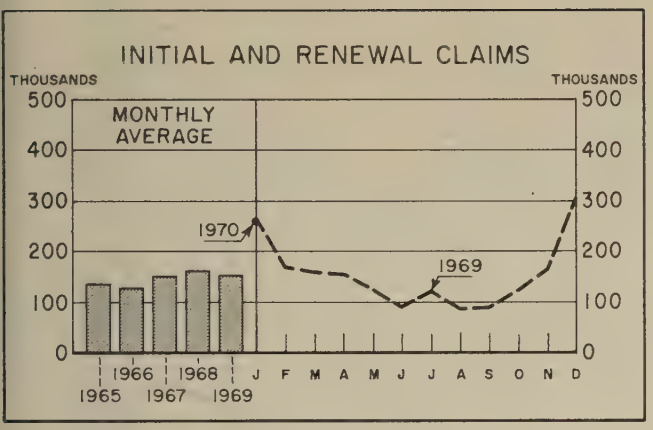
A total of 266,144 claims were filed during January. This volume was 34,749—12 per cent—lower than the December 1969 volume and 1,147—0.4 per cent—lower than the January 1969 volume. Initial claims as a percentage of total claims, continuing a seasonal upward trend, stood at 80 per cent for January. Of note is the 9,667 (12 per cent) increase in claims filed in Ontario in January 1970 as compared with the same month one year earlier. In this same reference period the number of claims filed in all other provinces except Québec decreased.

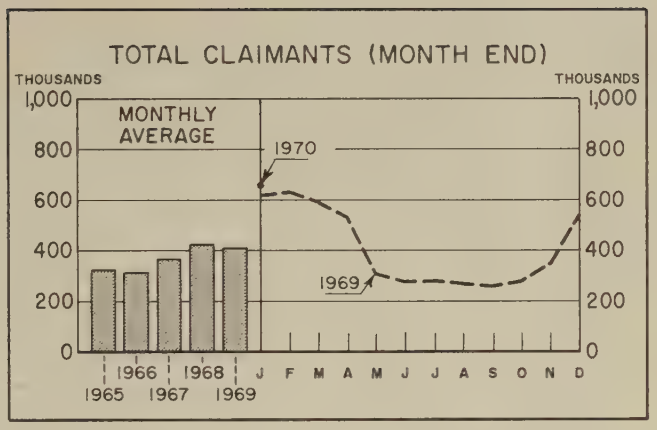
The number of claimants as at January 30, 1970 totalled 659,459 an increase of 23 per cent over one month earlier. Claimant counts increased by 30 per cent or more during this period in four provinces—Nova Scotia, Manitoba, Saskatchewan and Alberta. As compared to one year ago the claimant count is marginally lower in the Atlantic Region and British Columbia but higher in the remainder of Canada. The largest increase, 20 per cent, occurred in Ontario with 74 per cent of the latter increase being among males.

Although the total number of claimants increased only 7 per cent between January 30, 1970 and the same date one year earlier, the number of claimants in the group receiving 14 or more weeks of benefit has increased by 19,022 (19 per cent). Claimants in Newfoundland, Québec and Ontario account for 81 per cent of this latter increase. **The average weekly estimate of beneficiaries during January 1970 was 549,400 in comparison with 195,300 in December 1969, and 501,900 in the same month last year.** Benefit payments totalled $76.5 million in January 1970, $33.1 million in December 1969 and $61.2 million in January 1969. The average weekly payment was $34.81 for January 1970, $33.86 for December 1969 and $30.50 for January 1969.

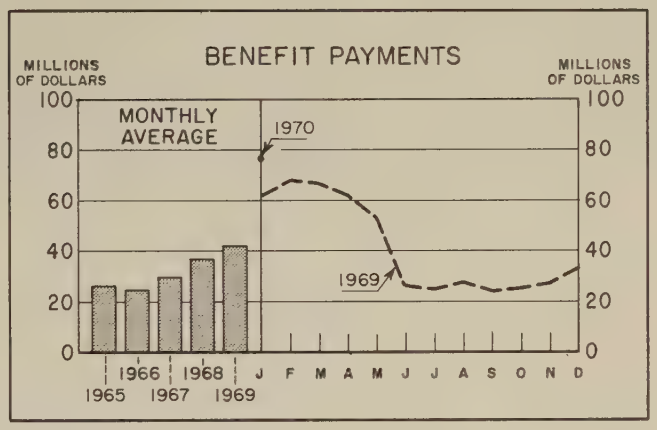
New cases of recorded unemployment totalled 156,388 during December, an increase of 12 per cent over the 132,141 recorded in December 1968. Increased numbers of claims from three industrial sectors—manufacturing, construction and trade—accounted for 65 per cent of the increase over one year ago.

In the manufacturing sector an increase over a year ago in claims in New Brunswick approximately balanced a decrease in Québec. The claim increase in Ontario approximately coincided with the total national increase in this sector. Although not numerically large, a 58 per cent decrease in the number of manufacturing claims took place in Saskatchewan.





In the construction sector claim increases in Ontario and British Columbia accounted for 45 per cent of the total increase over the same month of last year while the inclusion of claim increases from three other provinces—Newfoundland, New Brunswick and Saskatchewan—allows account of 87 per cent of the total sector increase. In the trade sector 53 per cent of the increase over a year ago is accounted for by claims in Québec. The remaining increase is accounted for by increases in all other provinces. A 40 per cent increase occurred in claims originating in this sector in the Prairies.



Summary Table

Activity	January 1970	December 1969	January 1969	Cumulative Data: January to January 1970	Cumulative Data: 12 months ending January 1970
		(in thousands)			
Insured population at end of month	—	5,638	5,512	—	—
Initial and renewal claims filed:					
Total	266†	301†	267	266†	1,854
Initial	212	231	210	212	1,409
Renewal	55	69	57	55	445
Claimants currently reporting to local offices	659	537	616	659*	414*
Beneficiaries (weekly average)	549	195	502	549*	312*
Weeks compensated	2,198	976	2,008	2,198	15,925
Benefit paid	76,500	33,060	61,239	76,500	514,253
Average weekly benefit	$34.81	$33.86	$30.50	$34.80	$32.29

* Monthly average. † Discrepancy between totals and subtotals due to rounding.

Equal pay for equal work

Once women chained themselves to barstools and street lights to protest their lack of a vote. The vote has now been theirs for some time in many countries, but other inequalities have remained to gall feminist and non-feminist alike. Recently, one of these persistent injustices was attacked in Britain with some positive action. Mrs. Barbara Castle, Secretary of State for Employment and Productivity, moved the second reading of the Equal Pay Bill to eliminate discrimination on grounds of sex in pay and other terms and conditions of employment by December 29, 1975.

In making her address at the time, Mrs. Castle described the Bill as a lead to other countries for practical implementation of the principle of equal pay for equal work. She reviewed the steps taken in Britain toward the realizing of the principle. Although the concept had long been advocated by the trade unions, legislation had never been formulated because of three arguments: how to define equal pay for equal work; how to enforce it; and when to introduce it. In the present Bill, the Government reviewed the old definition and worked out controls to ensure implementation by examining specific identifiable situations and prescribing equally specific remedies. Thus it deals with three situations: **where women are doing the same or broadly similar work as men for the same employer where these are covered by common terms and conditions; where they are doing different jobs that have been found to be equivalent under a scheme of job evaluation; and where their terms and conditions of employment are laid down in collective agreements, statutory orders or employers' pay structures.** This approach brought the principle down to operable terms. Job evaluation schemes are particularly important in the application of the Bill because 30 per cent of the combined male and female population already fall under such scrutiny and there is nothing to prevent the unions from obtaining extensions to cover a still larger percentage.

The Bill will not apply to the armed forces. Although the Government endorses last year's report of the Prices and Incomes Board calling for equal pay for men and women in the forces, the method of enforcement proposed in the Bill would not be appropriate to individuals in this category. Otherwise the Bill would provide quick redress through informal procedures. If an individual felt that she could not present her own case, the Secretary of State for Employment and Productivity could initiate action on her behalf. In all cases, the Industrial Tribunals Board would handle the resolution of the charges. Although discrimination in pay because of sex would be absolutely prohibited, discrimination because of genuine differences other than sex would be permitted.

Women employed in large numbers at low pay because their trade union organizations were weak were already protected by wages councils or the Agricultural Wages Board. Of the 3,800,000 workers covered by such councils, 2,375,000 were women. Under the new Bill, statutory wage orders embodying the agreement reached in those bodies would have to be revamped to conform to the new guidelines.

Mrs. Castle emphasized that the legislation would ensure that women not only receive equal pay for equal work but equality in terms and conditions—for example, in sickness and health schemes. The five-year period of implementation was a compromise between the demand of the Trade Union Council for two years and the advocation of a 7-year period by the Confederation of British Industry. Mrs. Castle said that its effect on the economy should not be harmful. "The Government believes that, over the period we have laid down, industry will be able to absorb the cost. Overall, it is likely to add no more than 3½ per cent to the nation's salaries and wages bill—a by no means heavy extra burden set against the rising productivity of British industry."

Legal decisions

The Murdochville strike case before the Supreme Court of Canada

This case was in the courts for twelve years. After a lengthy trial, a Québec Superior Court judge held the United Steelworkers of America liable for damages suffered by Gaspé Copper Mines Ltd. resulting from an illegal strike as well as from various delictual and criminal acts committed during the strike in 1957. Before the appeal from this judgment was heard, the company and union agreed that the amount of damages was $1,646,057, with interest at 5 per cent a year from the end of 1957. Limited to the question of liability for damages, **the Québec Court of Queen's Bench affirmed the findings of the Superior Court and found the Steelworkers liable for all the damages,** whether caused by the strike itself or by the delictual and criminal acts. One judge dissented on the question of the damages caused by the strike itself; Mr. Justice Brossard, finding that the company had a share of responsibility for the launching of the strike, held that the company must bear 25 per cent of the damages sustained in this respect.

Before the Supreme Court of Canada the question to be decided was limited to whether the union must bear all the damages as was determined by the Québec courts, or whether the company must be held jointly responsible for the launching of the strike and bear part of the damages, in accordance with Mr. Justice Brossard's dissent. After reviewing the facts established in the Québec courts (see below) and in view of their finding that the Steelworkers alone were responsible for the strike, the majority of the Supreme Court invoked the principle governing the function of an appeal court in such a case, i.e. there can be intervention by the Supreme Court only if it appeared that this finding from the facts was fundamentally erroneous. The majority were not of this opinion and so chose not to intervene. Because of this finding that the Steelworkers alone were responsible for the Murdochville strike, the Supreme Court disposed of the other grounds that were submitted by the Steelworkers or were held by Mr. Justice Brossard that would have imputed a share of responsibility to the company. The facts were found to justify the judgments of the Québec courts condemning the Steelworkers to pay the full damages caused to the company, because of the strike and because of the delictual and criminal acts that ensued. The fundamental purpose of the labour relations legislation was to ensure industrial peace; the legislation does not change the general principles that govern civil responsibility in delictual matters and that require the person or persons who cause damage to others by their acts or the acts of those under their control to indemnify the injured party. "Our law," Mr. Justice Fauteux concluded, "does not and cannot admit, without destroying itself and making way for anarchy, recourse to intimidation, obstruction, sabotage, dynamiting or other acts of violence, in short recourse to force, as legitimate means to insure recognition of a right that a person may claim, manifestly well founded as the claim may be." **The Steelworkers' appeal was dismissed by the Supreme court, with one member dissenting. United Steelworkers of America v. Gaspé Copper Mines Ltd., decided January 27, 1970 CLLC, para. 14,009.**

Background to the decision

Mr. Justice Fauteux, speaking for the majority of the Supreme Court, reviewed the facts and circumstances established by the trial judge and affirmed by the appeal court.

Toward the end of 1955, Gaspé Copper Mines Ltd. employed about 1,000 persons at its operation in Murdochville, Québec, under a collective agreement with a union local affiliated to the old Trades and Labour Congress. The agreement was not renewable automatically and was to expire in July, 1956. In the spring of that year, the union local had only twenty members left. Around this time, the labour congress agreed that the United Steelworkers of America could have a clear field to establish a local in Murdochville. Gaspé Copper Mines was a subsidiary of Noranda Mines Limited; a Steelworkers local was bargaining agent for the Noranda workers, whose collective agreement was to expire a few months later in 1956. Joint action by Murdochville and Noranda bargaining units would be possible in the coming collective bargaining. Without delay, the Steelworkers sent three representatives to Murdochville to assist in organizing the new local; among them was Roger Bédard. **The old local union was dissolved, a charter of affiliation was granted by the Steelworkers and the president of the old local union, Théo Gagné, became president of the new Steelworkers' Local 4881.**

The Murdochville local applied to the Québec Labour Relations Board for certification as bargaining representative for employees of the company on June 1, 1956 and the company was given notice of this on June 22. A board inquiry into the representative character of the local showed that of 920 employees eligible to join the local, 739 were "declared" members.

In granting the company's request for copies of the Murdochville local's application and supporting documents, the board refused, according to its practice, so it said, to supply the names appearing on these documents. On the grounds that it was entitled to this information and that the board's refusal to give it was equivalent to a denial of a fair hearing, the company applied and was granted, on August 2, a writ of prohibition ordering the board and the local to suspend certification proceedings and to appear at a hearing in order to answer the demand made by the company. The board and the local appeared at the hearing, but the board took legal action to oppose the writ of prohibition in September 1956. Not until a year later did the Superior Court render judgment. The delay was explained by the fact that the board and the company had agreed to a stay of proceedings in this case pending decisions on the same issue in two other cases that had gone to appeal in Québec. A judgment was rendered in August, 1957 on one of these cases without deciding the issue in question. Judgment had not been given in the second of these cases, but the judge did not wait and, on September 27, 1957, decided in favour of the board's position and refused the writ of prohibition to the company (L. G. 1958, p. 275). The Murdochville local had no part in the agreement to stay proceedings, but neither did it take any legal action to oppose this stay of proceedings. Yet, until a decision was made on the writ of prohibition, no action could be taken by the board on the application for certification, and Sec. 24 of the Labour Relations Act strictly forbade a strike before certification and exhaustion of conciliation and arbitration procedures.

Mr. Justice Fauteux commented that the writ of prohibition, being an obstacle to recognition of the right to certification and to implementation of the plan for joint action in bargaining by the Murdochville and Noranda locals, was "undoubtedly frustrating." He went on to say that **the conflict that eventually led to a strike began soon, if it had not already begun, and worsened with time, "fanned by the incitations and statements of experienced agents" of the Steelworkers to members "who had little training in the conduct of union activities."** Before the prohibition proceeding had been started, Steelworkers organizer Bédard pointed out at a meeting of the local that 650,000 American steel mill employees were on strike even though their working conditions were twenty years ahead of Québec; he said that strikes would remain the way to keep pace with progress. At a meeting on August 30, 1956, Bédard read some "comical" quotations from the writ of prohibition and told employees that, in the face of such effrontery by the company, they were left with their only efficient recourse—the strike.

At the same meeting Gagné insisted on the necessity of taking a strike vote. Before the vote was taken at a special meeting called for that purpose on September 20, Bédard reviewed the events of preceding weeks, announced that one and a half million dollars had been set aside by the CIO and the CLC in case of conflicts in Murdochville or Noranda, spoke of negotiations being conducted in Noranda, and of the promise given by the Noranda local not to sign an agreement until the Murdochville local had signed its own. The vote was 667 for strike action, 12 against.

In preparation for a strike, the company began to stock supplies and beds for non-striking employees in case of a blockade. A week later the Murdochville local in-

formed the manager of the company that, at the strike vote meeting, it had been decided to demand that the company meet the local's negotiating committee. On October 1, 1956, the company answered that, having given full consideration to this request, it had concluded that it could not meet the negotiating committee because of the prohibition proceedings. The same day, the company officially announced a general increase in wages. Brought about without negotiation, these increases were accepted by all employees.

Early in 1957, local president Gagné absented himself from work against the orders of his foreman, who felt that work could not be carried on efficiently without him. Gagné went to a trade union convention in Québec City, during which he met officers of the Steelworkers who offered to make available one or more tents and a number of cooking pots for use on picket lines in the event of a strike. On his return to Murdochville, Gagné produced an inaccurate doctor's certificate in an attempt to justify his absence. The general manager of the plant, Brissenden, conscious of this subterfuge, abstained from taking any disciplinary measures to avoid possible trouble with the union. One worker testified that, on his return from Québec City, Gagné had said that everything was decided for the strike. It would be done sometime between March 10 and April 10, if the company did not meet with the union, something that Gagné did not think the company would do.

At a meeting on February 19, 1957, a regional representative of the Steelworkers told members of the Murdochville local that they must be ready to form picket lines any time after March 10; the company, he said, would not improve conditions as long as it was not forced by a strike. Early in February, the possibility of a legal strike by workers at Noranda could be foreseen for March 10; as it turned out, the Noranda dispute was settled without a strike after an arbitration report was accepted. Three days after the meeting of February 19, general manager Brissenden called Gagné to his office and tried, without success, to get a promise of prior notice of any decision to strike. On March 6 or 7, the tents and pots offered to Gagné in Québec City were sent to Noranda and forwarded to the address of union organizer Bédard, arriving on March 9 or 10.

Early in February 1957, the company had taken measures to hasten completion of construction projects so as to improve production efficiency. Management felt that, with completion, the number of employees could be substantially reduced. **On Friday, March 8, Gagné, who had been engaged on these projects for almost two year, was handed a "termination notice" by his foreman, on orders from the manager of the machine shop. Five or six carpenters were laid off the same day.** Such a notice was usually given to employees discharged, to those who leave of their own will, and often, but not always, to those who are posted to another job or division in the plant. When Gagné protested, claiming seniority, the foreman explained that men who were no longer required on the projects were being laid off and, under orders from Brissenden, told Gagné to see management about the matter. Gagné finished his shift at 3 pm, turned in tools belonging to the company, and, as was testified in court, on meeting a fellow employee and union officer, said that the construction work on which he was working was finished and that he had been advised to report to the office to try to find other employment.

In fact, anticipating that Gagné's services would no longer be required for the construction work, and anxious to see him posted to another part of the plant, Brissenden had discussed the matter with two managers of other divisions and had instructed the manager on whose orders Gagné was laid off to bring the matter to the attention of still another manager. Brissenden had also called the personnel manager to advise him that, in Gagné's case, he was not to do what is normally required in a dismissal case but was to tell Gagné, if he saw him, that Brissenden wanted to see him.

Having left the plant, Gagné eventually reached the Murdochville local office, where he met some of his fellow workers and from where, in the late afternoon or early evening of March 8, he telephoned Bédard, who was in New Brunswick at the time, to tell what had happened. A number of telephone conversations between representatives and agents of the Steelworkers took place. One of the Steelworkers' agents in Montreal was told to proceed immediately to Murdochville.

The next morning, Saturday, March 9, Gagné went to the plant to see management, as he had been asked to do by his foreman. On his way to see the manager of the machine shop, he met Brissenden and asked to have a talk, but Brissenden, in a hurry and preoccupied by the visit of a foreign engineer, was unable to see Gagné right away and set an appointment for Monday, March 11. Gagné went back to the local office. He went again to the plant in the afternoon, this time to retrieve work clothes and his own tools.

Mr. Justice Fauteux, commenting on Gagné's décision to collect his personal effects, said that **Gagné must have known full well that his layoff was not final and that the appointment with Brissenden on Monday was precisely to discuss another job for him.** The Supreme Court judge, in the form of a question, suggested that, between his morning and afternoon visits to the plant, Gagné had been informed that the Steelworkers had decided or would decide shortly, to use the layoff as a reason for a strike, to be called for Sunday at midnight, and therefore there was no reason to keep the appointment with Brissenden or to leave his personal effects at the plant for a speedy return to work.

Besides the news of Gagné's layoff, the story was spread that Saturday afternoon that an additional 100 or 125 men would be laid off. Mr. Justice Fauteux related this rumour to the plans made by the company for substantial reductions in personnel on completion of construction projects. The story that circulated, however, falsely claimed that the dismissals would be effective during the following week, and that the 100 to 125 dismissed would be made up mostly of officers and stewards of the union. Gagné was active in spreading this false rumour, of which he possibly was the main, or one of the main, instigators. That same Saturday afternoon, a meeting of union officers was called for Sunday afternoon, and a meeting of all members was called for Sunday evening.

One local official testified that Gagné summoned him to the local office by telephone on Sunday morning. At the office Gagné told the official that Bédard was seeking authority for a strike from the Steelworkers' head office in Pittsburgh. Mr. Justice Fauteux noted that all affiliated Steelworkers' locals are directed and financially controlled from the Pittsburgh office.

Even before the meeting of the local officers was held, a crew on a regular afternoon shift failed to show for work at 3 p.m. **Meeting late in the afternoon, local officers adopted a resolution recommending a strike at midnight the same day.** A steward who was present at this meeting was asked at the trial why this decision was reached, even though Gagné had not yet kept his Monday appointment with Brissenden who, the steward was confident, would "arrange matters" for Gagné. The steward testified that the decision to strike was reached because of the rumour that 100 or 125 men would be dismissed anyway.

At the general meeting on Sunday night Gagné and Bédard both stated that, in view of the dismissal of the local president, Gagné, and the threats of dismissal that

hung over the heads of many of the officers, stewards and members of the local, the strike had become unavoidable. **Witnesses testified, among other things, that Bédard told those at the meeting that the head office of the Steelworkers had approved the declaration of a strike, and that financial support for both the Noranda and Murdochville workers would be provided by the Steelworkers.** Bédard was asked whether the strike vote taken in September 1956 was still valid; other members wanted another secret vote. Bédard, it was testified, said that there was no use having a vote; it was necessary that the strike begin that same evening. The meeting closed around 10 p.m., in order that pickets, organized by Bédard, could prevent the 11 p.m. shift from entering the plant.

Mr. Justice Fauteux said that the trial and appeal courts had noted that, **during the general meeting, Bédard and Gagné were careful not to mention the temporary character and true reason for Gagné's layoff, or the fact that Gagné had agreed to meet the general manager Brissenden on Monday to discuss another job.** It was also noted that the employees were misled as to the reason, character and expected date of the progressive reduction in personnel considered by the company. "Thus, through both silence and misrepresentations," Mr. Justice Fauteux said, "it was meant to subtly shape and arouse opinion and ensure that the workers attending the meeting would be led to believe that, by dismissing the president of the union and making ready to dismiss also the most active union members, the company wanted to destroy the union, so that in a reaction of revolt the meeting would approve an immediate strike."

Before the Supreme Court of Canada, the Steelworkers no longer disputed the fact that, once started, it did direct and finance the strike and that its representatives, directly or indirectly, were involved in some of the illegal acts that followed. **The Steelworkers did argue, however, that those present at the general meeting approved the strike action in a spontaneous reaction of revolt provoked by Gagné's layoff and the threat of imminent and massive dismissals.** Mr. Justice Fauteux considered it essential, if the Steelworkers' appeal was to succeed, that the validity of this argument, a question of fact, be proved.

The courts below had rejected this argument as unfounded. The trial judge had said that the silence of Gagné and Bédard concerning Gagné's Monday appointment with Brissenden could only be explained by the existence of a strike plan already decided upon by the union leaders; this plan would have had to be approved before the workers realized that the claim of Gagné's dismissal was, at least, exaggerated. Because Gagné's dismissal, by itself, could not have been enough to convince the workers of the necessity of strike action, the accent was shifted to the probable dismissal of 125 workers, including the union stewards. The trial judge found that there was "no truth whatsoever" in this rumour, and concluded that "one would need to be very naive to believe that the decision to strike was the result of a spontaneous reaction of revolt against the company and that the United Steelworkers of America unwillingly had to suffer the consequences." Having rejected the spontaneous revolt argument, the trial and appeal courts decided that the United Steelworkers alone were responsible for the Murdochville strike.

Steelworkers reply

"I think it's a judgment dictated by the political climate—where one feels a need to repress 'agitators' without considering the merits of their cause," said Jean Gérin-Lajoie, Director of District 5 of the Steelworkers, at a press conference called two days after the Supreme Court handed down its decision. "It ratifies all the disgusting circumstances that, in 1957, brought out the blackness of the Duplessis years—the collusion between all the powers to repress the demands for rights supposedly guaranteed by law."

Some of Mr. Gérin-Lajoie's criticism was aimed at the findings of fact by the courts:

the courts upheld the company's claim that the layoff of local president Gagné was temporary. "For us," Mr. Gérin-Lajoie said, "Théo Gagné's firing was never temporary;"

the courts declared the strike illegal under the old Labour Relations Act, but ignored the company's violation of the same section of that Act by unilaterally raising its employees salaries, in October 1956, while the union was fighting for certification;

the courts refused to hear the union's expert witnesses, who would have provided, Mr. Gérin-Lajoie said, "a contemporary interpretation of anti-unionism;" and

finally, the courts systematically discarded the testimony of union members but accepted the company's witnesses at face value.

Conciliation before the minister of labour

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes.

Canadian National Railways (drivers employed in road cruiser highway bus service in Newfoundland area), and United Transportation Union (Conciliation Officer: W. J. Gillies).

Robin Hood Flour Mills Limited (Office Employees) Port Colborne, Ont., and Canadian Food and Allied Workers (Conciliation Officer: H. A. Fisher).

National Harbours Board (Grain Elevator Group) Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Bell Canada (Directory Advertising Sales Employees, Western Region), and Office and Professional Employees' International Union, Local 131 (Conciliation Officer: H. A. Fisher).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

The Shipping Federation of Canada, Inc., Port of Saint John, and International Longshoremen's Association, Local 1764 (Conciliation Officer: C. A. Ogden).

Canadian Broadcasting Corporation, and Association of Radio and Television Employees of Canada (Conciliation Officer, G. R. Doucet, and Industry Specialist, C. E. Poirier).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden).

Québec North Shore and Labrador Railway Company Sept-Iles, Québec (Dispatchers and Crew Clerks), and United Transportation Union (Conciliation Officer: G. R. Doucet).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron).

Straits Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

Island Tug & Barge Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

RivTow Marine Ltd., Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher).

Westward Shipping Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Nanaimo Bulldozing Co. Ltd., Nanaimo, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

Settlements by conciliation officers

Robin Hood Flour Mills Limited (Office Employees) Port Colborne, Ont., and Canadian Food and Allied Workers (Conciliation Officer: H. A. Fisher) (see above).

Bell Canada, Montreal, Qué., and Traffic Employees' Association (Conciliation Officer: G. R. Doucet) (L. G., May, p. 369).

Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., May, p. 369).

Canadian Overseas Telecommunications Corporation, Montreal, Qué., and The Overseas Communications Union, Local 272 (Conciliation Officer: G. R. Doucet) (L. G., May, p. 369).

Canadian Pacific Railway Company (S.S. "Princess of Acadia", Bay of Fundy Service), Saint John, N.B., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (L. G., April, p. 369).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362 (Conciliation Officer: D. H. Cameron (L. G., April, p. 310).

Robin Hood Flour Mills Limited, Port Colborne, Ont., and Canadian Food and Allied Workers (Plant Employees) (Conciliation Officer: H. A. Fisher) (L. G., April, p. 310).

Conciliation boards appointed

West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Jan., p. 59).

United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L. G., March, p. 218).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (L. G., Jan., p. 58).

Les Services Ménagers Roy Ltée., Montreal (Québec) and le Syndicat général du cinéma et de la télévision (CSN) (L. G., May, p. 369).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian Pacific Railway Company (British Columbia Coast Steamship Service) Vancouver, and Seafarers' International Union of Canada (L. G., May, p. 370) was fully constituted in March with the appointment of Mr. R. G. Clements of Vancouver, as chairman. Mr. Clements was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Cecil S. Cosulich, and union nominee A. A. Medley, both of Vancouver.

The Board of Conciliation and Investigation established in February to deal with a dispute between Ottawa Transportation Commission, and Amalgamated Transit Union, Division No. 279 (L. G., May, p. 370) was fully constituted in March with the appointment of Mr. Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee John J. Urie, Q.C., and union nominee Jack Fry, both of Ottawa.

The Board of Conciliation and Investigation established in January to deal with a dispute between Radio Atlantic Limited (Radio Station CFNB) Fredericton, N.B., and National Association of Broadcast Employees and Technicians (L. G., April, p. 310) was fully constituted in March with the appointment of Judge Nathan Green, Q.C., of Halifax, as chairman. Judge Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. Gordon Petrie, Fredericton, and union nominee Paul Lepage, Bathurst.

The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, and Canadian Merchant Service Guild (L. G., April, p. 310) was fully constituted in March with the appointment of Mr. Roy A. Gallagher, Q.C., of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Cecil Cosulich, and union nominee Charles Patrick Neale, both of Vancouver.

The Board of Conciliation and Investigation established in January to deal with a dispute between TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., April, p. 310) was fully constituted in March with the appointment of Mr. J. F. O'Sullivan of Winnipeg, as chairman. Mr. O'Sullivan was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. S. Dewar, Q.C., and union nominee William Kennedy, both of Winnipeg.

The Board of Conciliation and Investigation established in December to deal with a dispute between Albert G. Baker; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Québec, and International Longshoremen's Association, Local 1958 (L. G., March, p. 219) was fully constituted in March with the appointment of Mr. Jean Real Cardin of Québec, as chairman. Mr. Cardin was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee G. Letarte, Québec, and union nominee Louis Laberge, Montreal.

Conciliation board reports received

Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L. G., Dec. 1969, p. 755). (Full text in Supplement No. 3, 1970).

Canadian Helicopter Overhauls Ltd.; Okanagan Helicopters Ltd., Vancouver International Airport, and International Union of Operating Engineers, Local Union No. 115 (L. G., May, p. 370). (Full text in Supplement No. 3, 1970).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (L. G., April, p. 310). (Full text in Supplement No. 4, 1970).

Settlements by conciliation board

Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., March, p. 220).

Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (see above).

Conciliation board not appointed

Maroney's Express Limited, St. Catharines, Ont., and General Truck Drivers' Union, Local 879 (L. G., May, p. 369).

Strike action

Millar and Brown Limited, Cranbrook, B.C., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979; Chauffeurs, Teamsters and Helpers, Local 395, and General Teamsters Local 18 (Only Vancouver terminal employees called out on strike by Local 31; strike commenced March 13, terminated March 23) (L. G., May, p. 370).

Loiselle Transport Limited, Dawson Creek, B.C., and General Truck Drivers and Helpers, Local 31; and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Only Dawson Creek terminal employees called out on strike by Local 31; strike commenced March 20, terminated March 23) (L. G., May, p. 370).

Canadian Freightways Limited, Calgary, Alta., and General Truck Drivers and Helpers, Local 31; Truckers, Cartagemen, Construction and Building Material Employees, Local 362; General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395 (Only employees of the Vancouver, Dawson Creek and Prince George Terminals called out on strike by Local 31) (Vancouver Terminal struck March 12; Dawson Creek and Prince George terminals struck March 20; strike terminated March 23) (L. G., May, p. 370).

Little Chief B-Line Express Ltd., Calgary, Alta., and General Truck Drivers and Helpers, Local 31, and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Only Vancouver terminal employees called out on strike by Local 31; strike commenced on March 13, terminated March 23) (L. G., May, p. 370).

Certification before the CLRB

The Canada Labour Relations Board met for two days during March. It granted four applications for certification, rejected eight, ordered two representation votes, and allowed the withdrawal of one application. During the month, the Board received 13 applications for certification and one request for review of an earlier decision.

Applications for certification granted

Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of J. B. Baillargeon Express Limited, Montreal, Qué. L'Association des employées de J. B. Baillargeon Express Limitée had intervened (L. G., Apr., p. 308).

General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail couriers employed by Neil Penner Highway Service, Morden, Man. (L. G., Mar., p. 222).

International Longshoremen's and Warehousemen's Union, Local 502, employed at the Port of Roberts Bank, B.C., by Westshore Terminals Ltd., Roberts Bank, Delta, B.C. (L. G., Apr., p. 309).

Retail, Wholesale and Department Store Union, Local 470, on behalf of a unit of employees of National Feeds Limited, Abbotsford, B.C. (L. G., May, p. 372).

Applications for certification rejected

International Longshoremen's Association, Local 1657, applicant, and Ceres Stevedoring Co. Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Montreal and Saint John Stevedore Co. Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Brown & Ryan Limited, Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Eastern Canada Stevedoring Division of Warnock Hersey International Limited, Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Wolfe Stevedores (1968) Ltd., Montreal, Qué., respondent (dock office clerks and timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and International Terminal Operators Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Reliance Marine Terminals Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

International Longshoremen's Association, Local 1657, applicant, and Federal Commerce and Navigation Co. Ltd., Montreal, Qué., respondent (dock office clerks & timekeepers, Port of Montreal).

Each of the above applications was rejected on the ground that the proposed unit of employees was not appropriate for collective bargaining in the light of the community of interest between the dock clerical employees and the other clerical personnel employed by the respondent in connection with longshoring and ships freight handling operations and whom the applicant had excluded from its proposed unit (L. G., Mar., pp. 221-222).

Representation votes ordered

International Brotherhood of Electrical Workers, Local Union 435, applicant, Metro Videon Limited, Winnipeg, Man., respondent, and Dennis Goodale, et al., interveners (L. G., Mar., p. 222). The name of the applicant only will appear on the ballot (Returning Officer: A. E. Koppel).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Chemical Leaman Tank Lines, Inc., Niagara Falls, Ont., respondent, and Clifford Bigelow, et al., interveners (L. G., Mar., p. 222). The name of the applicant only will appear on the ballot (Returning Officer: K. Hulse).

Application for certification withdrawn

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Catalano Produce Ltd., Windsor, Ont., respondent. (L. G., May, p. 372).

Applications for certification received

General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Norton-Cargo Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

United Transportation Union, on behalf of a unit of locomotive engineers employed at the Port of Montreal by the National Harbours Board, Ottawa, Ont. (Investigating Officer: G. A. Plante).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Compagnie Radiodiffusion C.K.C.H. de Hull Limitée, Hull, Qué. (Investigating Officer: J. Coallier).

International Union of Operating Engineers, Local 793, on behalf of a unit of employees of Seaway Terminals, Toronto, Ont. (Investigating Officer: K. Hulse).

Local 662, Hotel and Restaurant Employees and Bartenders International Union, on behalf of a unit of catering employees of Canadian Forces Exchange System (C.F.E.S. Canex), Halifax, N.S. (Investigating Officer: C. A. Ogden).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Hunt Transport Ltd., Burnaby, B.C. (Investigating Officer: D. H. Cameron).

Transport Drivers, Warehousemen and Helpers' Union Local 106, International Brotherhood of Teamsters Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bellechasse Transport Inc., St-Henri-de-Lévis, Qué. (Investigating Officer: G. A. Plante).

Local Union No. 2499, United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of carpenters and apprentices employed at Watson Lake Y. T., by Parkins Construction Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, on behalf of a unit of line drivers employed by K. N. R. Truck Lines Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Association of Canadian Television and Radio Artists on behalf of a unit of performing artists, announcers, etc., employed by Bushnell Communications Ltd., CJOH-TV, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

International Brotherhood of Electrical Workers, Local Union 254, on behalf of a unit of employees of Cablevision Medicine Hat Ltd., Medicine Hat, Alta. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of personnel employed by Canadian National Railways at Jasper Park Lodge (Investigating Officer: R. E. Bouchard).

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, on behalf of a unit of clerks employed by Canadian National Railways in its Roadcruiser Service in Newfoundland (Investigating Officer: W. J. Gillies).

Request for review

The Board received a request for review under Section 61 (2) of the Act from the International Association of Machinists and Aerospace Workers, seeking amendment of the certificate issued by the Board on July 19, 1968, certifying the applicant union as bargaining agent for a unit of printing plant personnel employed by Canadian Pacific Air Lines, Limited, at Vancouver International Airport, B.C. (L. G. 1968, p. 595).

Decisions of the umpire

CUB-2841. The claimant filed an application for benefit on May 23, declaring that he had last been employed as a blacksmith at an aluminum company for 10 years, when he had been laid off due to "work shortage." The company gave the reason for the layoff as: "Unavailability of work resulting from illegal work stoppage."

Negotiations were being held to prepare the conclusion of a new labour contract, as the old one was to end on April 30, 1967. Before May 16, the vatmen at the plant twice stopped work as a protest against the slowness of negotiations. In the evening of May 16, there was a union meeting and it was decided to have the differences sent to conciliation. On the same night, at 11:45 p.m., a group of about 54 employees stopped work without union approval.

According to the employer, the employees took hold of and padlocked the plant gate, the employer having no key. Control of the gate being kept by the employees, until May 18, approximately, production was completely stopped. The work stoppage was not done in an orderly manner and resulted in 100 per cent loss of material in the plant's vats, 30 to 50 per cent loss of vats and the material used in electrolysis to produce aluminum. An estimate revealed losses of about $1,000,000.

After security officers succeeded in taking over the gate, the employees not concerned in the negotiation resumed their work. A union meeting was held on May 19, when members voted 89 per cent in favour of a return to work. The employer, however, decided not to take the employees back before the back-to-work move had been negotiated with the union. **The employer anticipated a three-to-six month delay, once negotiations were ended, before operations would be running normally again. The delay was due to the aluminum forming crusts in the vats during the work stoppage and this material had to be removed before production could be resumed.**

On May 28, the employer met with the union to negotiate a back-to-work agreement. The union was notified that 54 employees on hourly wage had been discharged for the part they took in the work stoppage that was considered illegal. Moreover, he asked for immediate settlement of the contentious points outstanding at the time of the May 16 work stoppage and declared that a group of employees required for restarting operations of the plant would be called back in the near future. Other employees, too, would progressively be called back according to needs. On the same evening, the union members convened and voted 96.5 per cent in favour of a return to work.

On June 1, the company decided to recall some employees and have them start working on June 5, and 127 employees were at work in the week commencing June 4. Subsequently, the number of working employees increased gradually to 601 in the week of July 23. It was proved impossible to obtain up-to-date figures as regards production, which still seemed to be pegged at a minimum level as the vats in service were used to help start those vats that were damaged due to the May 16 stoppage.

On June 7, the insurance officer advised the claimant that he had been disqualified and his benefits suspended from May 21 for the following reason: "You have lost your employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which you were employed." On July 6, the claimant appealed to the board of referees.

The board of referees heard the appeal on November 15. The board said, "that the claimant and his mate, even though they have not been identified as being the authors of the incidents that took place on May 16, were directly concerned and belonged to the class of workers that, immediately before the commencement of the stoppage, included members employed in the premises where the stoppage took place and were participating in the labour dispute and directly interested in it."

The board of referees unanimously agreed that: the claimant lost his employment because of a stoppage of work attributable to a labour dispute at the premises where he was employed; and that the claimant failed to prove that, immediately before the commencement of the stoppage, either himself or employees of his grade or class who were employed at the same premises were not participating or directly interested in the labour dispute.

The board then adjourned the hearing to a later date to obtain the necessary information about the employer's production for the years 1965-66-67, the accurate number of employees who had gone back to work and how many were not being employed in their usual occupation, so that it could decide when the work stoppage actually ended.

In a later hearing, the board decided that a delay of two months, starting from the time when all the employees had been called back to work—at the end of August 1967—was a reasonable time span enabling the company to attain normal production. "The board of referees, therefore, comes to the conclusion that, for the purposes of the Unemployment Insurance Act, the work stoppage shall be deemed to have terminated on October 31, 1967."

The union appealed to the Umpire: and the insuranc officer submitted a statement saying, "I am of the opi ion that the union is justified to claim that the stoppag of work ended on August 4."

The umpire said, "It has been established, as indicate in the board of referee's unanimous decision, that is not sufficient for determining the end of the wor stoppage that 85 per cent of the employees are bac at work in their normal capacity; one must also dete mine at what time production reached 85 per cent c the production considered normal before the stoppag of work . . . I believe that, in view of the rather except ional circumstances of this appeal, I must go even little further and decide that it is not sufficient for dete mining the end of the work stoppage that 85 per cen of the employees are back at work in their norma capacity and production reached 85 per cent of th amount of normal production, but that one must con sider another factor, that is, if and when the qualit of production has become normal or has reached a least 85 per cent of normal. It is evidently useless t turn out the same quantity of a product if its qualit is inferior to that attained before the stoppage of wor and if it can be established that the decrease in qualit is a direct result of the labour dispute . . .

"Now, it has been explained that it takes two months to attain the best production with a new vat, and tha the quality of the produce of old vats that are restarted is not as good for some time as it was formerly."

The umpire said that the board of referees was right in deciding that the stoppage of work terminated on October 31, 1967. He upheld its decision and disallowed the appeal.

General topics

Wage schedules

During February, the Department of Labour prepared 306 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 198 contracts in these categories were awarded. In addition, 214 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, the St. Lawrence Seaway Authority and the Departments of Fisheries and Forestry, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	8	$ 79,360.86
RCMP	19	262,732.16
Supply and Services	97	756,957,00

During February, the sum of $2,735.82 was collected from 16 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 104 workers concerned.

Unemployment insurance fund

During February 1970, 26,819 investigations were finalized across Canada. Of these, 19,504 were on-premises investigations and 1,926 were selective investigations to verify the fulfilment of statutory conditions. The remaining 597 formal investigations and 4,792 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,447. Prosecutions were commenced in 232 cases, 231 against claimants and one against an employer. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in February totalled $51,359,835.68 compared with $55,878,447.94 in January and $49,850,946.12 in February 1969. **Benefits paid in February totalled $77,632,465.72 compared with $76,500,419.58 in January and $67,393,893.92 in February 1969.** The balance in the Fund on February 28 was $498,887,817.48 compared with $525,160,447.52 on January 31 and $400,330,178.72 on February 28, 1969.

Employment Review

There was little change in employment between January and February. The number of persons employed in February was 7,505,000; unemployment, at 526,000, was 41,000 more than in January, and the labour force increased by 47,000 to 8,031,000. Seasonally adjusted, the unemployment rate in February was 4.8 per cent. Compared with a year ago, the labour force increased by 120,000, or 1.5 per cent; employment rose by 67,000, or 0.9 per cent. There were 53,000 more unemployed persons.

Employment

Total non-farm employment was about the same as in January. Employment in construction declined by 25,000; smaller changes occurred in other industries. There was little change in farm employment.

Compared with a year ago, employment in community, business and personal service showed the largest increase, 83,000. Employment in finance, insurance and real estate increased 39,000, and in transportation, com-

munication and other utilities, 18,000. Employment declines took place in construction, 28,000, and manufacturing, 17,000. Farm employment decreased by 24,000.

Regionally, the largest relative annual rise in employment was recorded in British Columbia, 6.5 per cent. This compares with increases of 1.3 per cent in Quebec and 0.7 per cent in Ontario. In the Prairies, employment was below the February 1969 level by 1.7 per cent, and in the Atlantic region by 1.3 per cent.

Unemployment

Unemployment, at 526,000, was 41,000 higher than in January. Compared with a year earlier, the number of unemployed persons was 53,000 higher.

Of the total unemployed in February, 165,000, or 31 per cent, had been unemployed for less than one month, 39 per cent for one to three months, and 30 per cent for four months or more.

Unemployment in February represented 6.5 per cent of the labour force, compared with 6.0 per cent in February 1969 and 6.4 per cent in February 1968.

U.S. employment review

Unemployment declined in March to 3,700,000 from 3,800,000 in February. Seasonally adjusted, the unemployment rate in March was 4.4 per cent, compared with 4.2 per cent in February; the actual rate of unemployment was 4.56 per cent compared with 4.48 per cent in February. The civilian labour force in March was 81,690,000.

Unemployment in February was 3,800,000 compared with 3,400,000 in January. The seasonally adjusted unemployment rate was 4.2 per cent, compared with 3.9 per cent in January. The civilian labour force in February totalled 84,625,000.

June credits

Unemployment insurance report, p. 430, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number o beneficiaries" or "total registered clients."

Certification before the CLRB, p. 441, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 438, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 433, originates with the Legislation Branch of the Department of Labour.

Barriers to a fair appraisal, p. 421, originates with the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 403, 404, 405, 406, 407, 408, 435. Public Archives of Canada: p. 398. Wamboldt-Waterfield Photography Ltd., Halifax: p. 401. Pridham's Studio, Truro, N.S.: p. 402. Murray MacGowan: p. 410, 411, 412. Terry Pearce: p. 416, 418, 419, 420.

Omissions

There will be no B table this month. Information for the table, Estimates of Labour Income by Industry, was not available from the Dominion Bureau of Statistics at press time.

Useful criticism

Dr. Lita-Rose Betcherman, Director of the Women's Bureau, Ontario Department of Labour, recently called our attention to a number of errors that appeared in the article, "Why Wives Want to Work" (L.G., Jan., p.48). The article has provoked a great deal of interest since its appearance, so to put the record straight, we are reproducing Dr. Betcherman's criticism in full:

"I welcome the opportunity to fill in a few gaps in an otherwise useful review of our research study, 'Women Returning to the Labour Force.'

"There are several omissions in the review which serve to distort the findings of the study.

"First, it should have been pointed out that the 'typical' woman of the study is not the average woman who goes back to work after raising a family. The sample included only women with high school education or better. This pre-selection determined various correlations. For example, educated women marry educated men, who, in turn, earn better than average income. Unlike the majority of mature women who return to the labour force, these women were not compelled by economic necessity.

"This brings me to my second correction. By listing 'extra income' first among their reasons for going back to work, your reviewer distorted the motivation of the women. Actually, money was a relatively unimportant factor in their decision. Most of them were going to work because they wanted to, not because they had to.

"My main criticism, however, is the surprising omission of the research results. The review neglected to report that three to six months after receiving counselling, 61 per cent of the women had taken action beyond the planning stage—half of them proceeding into educational and training programs, and half into immediate employment. This is an encouraging success rate for a group of prospective workers as out of touch with the labour force as were these housewives.

"The emergence of the re-entry to the labour force—the mature woman who goes to work at the point of diminishing home responsibilities—is a very important development in the area of human resources. Statistically, she and her cohorts are the most rapidly growing sector of the total labour force. But this new labour force has to be understood before it can be fully utilized. The Ontario Women's Bureau Report is the first Canadian data on the re-entry. We hope that it will help to acquaint government and industry with her problems and potential."

Publications in the library

List No. 255

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Collective bargaining

■ **No. 1—Flanders, Allan.** The Fawley productivity agreements; a case study of management and collective bargaining. [2d ed.] London, Faber & Faber [1966] 360 p.

■ **No. 2—Great Britain. National Board for Prices and Incomes.** Productivity agreements. London, HMSO [1969] 47 p. This is the Board's second report on productivity agreements; the first report, in July 1967, was issued as Report no. 36.

■ **No. 3—Rukeyser, Merryle Stanley.** Collective bargaining: the power to destroy; new and better ways to industrial peace. New York, Delacorte Press [1969, 1968] xvi, 220 p.

■ **No. 4—U.S. Bureau of Labor Statistics.** Major collective bargaining agreements; paid vacation and holiday provisions. Washington [GPO, 1969] 147 p.

Industrial relations

■ **No. 5—Boulware, Lemuel Ricketts.** The truth about Boulwarism; trying to do right voluntarily. Washington, Bureau of National Affairs, inc. [c1969] xi, 180 p. The author is a former vice-president of General Electric Company and the originator of "Boulwarism".

■ **No. 6—Windmuller, John Philip.** Labor relations in the Netherlands. Ithaca, N.Y., Cornell University Press [1969] xvi, 469 p.

Industry

■ **No. 7—Neufeld, Edward Peter.** A global corporation; a history of the international development of Massey-

Ferguson limited. [Toronto] University of Toronto Press, 1969. ix, 427 p.

■ **No. 8—Singer, Jacques Joachim.** Trade liberalization and the Canadian steel industry. [Toronto] Published for the Private Planning Association of Canada by University of Toronto Press, 1969. 140 p.

Labour supply

■ **No. 9—Easterlin, Richard Ainley.** Population, labor force, and long swings in economic growth; the American experience. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1968. xx, 298 p.

■ **No. 10—Ginzberg, Eli.** Manpower agenda for America; [essays] New York, McGraw-Hill [c1968] viii, 250 p.

Labouring classes

■ **No. 11—Perlman, Richard.** Labor theory. New York, Wiley [1969] ix, 237 p.

■ **No. 12—Stok, Theodorus Leonardus.** The worker and quality control. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan [1965] xi, 207 p. The author sets out to show that "visual presentation of quality can have a favorable effect upon job satisfaction."

■ **No. 13—Tracey, William R.** Evaluating training and development systems. [New York] American Management Association [1968] 304 p.

Management

■ **No. 14—Allen, Louis A.** The management profession. New York, McGraw-Hill [1964] xii, 375 p.

■ **No. 15—March, James Gardner, ed.** Handbook of organizations. Chicago, Rand McNally [1965] xvi, 1247 p.

■ **No. 16—Roethlisberger, Fritz Jules.** Man-in-organization; essays of F. J. Roethlisberger. Cambridge, Belknap Press of Harvard University Press. 1968. xi, 322 p.

■ **No. 17—Tannenbaum, Arnold Sherwood.** Control in organizations [edited by] Arnold S. Tannenbaum. New York, McGraw-Hill [1968] xii, 325 p.

Negroes—employment

■ **No. 18—Ferman, Louis Abbott.** The Negro and equal employment opportunities; a review of management experiences in twenty companies. New York, Praeger [1968] xv, 195 p.

■ **No. 19—Northrup, Herbert Roof, ed.** The Negro and employment opportunity; problems and practices. Edited by Herbert R. Northrup and Richard L. Rowan. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan [1965] xiii, 411 p. Papers presented at a conference held on November 13, 1964 and sponsored by the Labor Relations Council of the Wharton School of Finance and Commerce, University of Pennsylvania.

Miscellaneous

■ **No. 20—Blocher, Donald H.** Developmental counseling [by] Donald H. Blocher, New York, Ronald Press Co. [1966] viii, 250 p.

■ **No. 21—The Distribution of national income:** proceedings of a conference held by the International Economic Association; edited by Jean Marchal and Bernard Ducros. London, Macmillan; New York St. Martin's Press, 1968. iii-xxx, 734 p. Held at Palermo, Sicily in 1964.

■ **No. 22—International Conference on Human Rights,** Teheran, 1968. Final act of the International Conference on Human Rights, Teheran, 22 April to 13 May 1968. New York, United Nations, 1968. 61 p.

■ **No. 23—Odiorne, George Stanley.** Effective college recruiting, by George S. Odiorne and Arthur S. Hann. Ann Arbor, Bureau of Industrial Relations, University of Michigan [1961] 288 p.

■ **No. 24—Schindeler, Frederick Fernand.** Responsible government in Ontario. [Toronto] University of Toronto Press [1969] xiv, 295 p.

■ **No. 25—Seligman, Ben Baruch.** Economics of dissent. Foreword by Clarence E. Ayres. Chicago, Quadrangle Books, 1968. xviii, 429 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended February 21, 1970		8,031	+ 0.6	+ 1.5
Employed		7,505	+ 0.1	+ 0.9
Agriculture		430	+ 1.9	− 5.3
Non-agriculture		7,075	—	+ 1.3
Paid workers		6,526	+ 0.1	+ 1.3
At work 35 hours or more		5,992	+ 1.5	− 0.1
At work less than 35 hours		1,235	− 3.9	+ 6.8
Employed but not at work		278	−10.0	− 1.1
Unemployed		526	+ 8.5	+11.2
Atlantic		68	+ 9.7	+ 3.0
Québec		195	+ 9.6	+ 4.8
Ontario		136	+ 9.7	+17.2
Prairie		70	+16.7	+34.6
British Columbia		57	− 6.6	+ 7.5
Without work and seeking work		469	+10.9	+ 8.3
On temporary layoff up to 30 days		57	− 8.1	+42.5
INDUSTRIAL EMPLOYMENT (1961 = 100)†	January	124.5	− 1.6	+ 2.6
Manufacturing employment (1961 = 100)†	January	122.9	− 0.3	− 0.9
IMMIGRATION	Year 1969	161,531	—	−12.2
Destined to the labour force	Year 1969	84,349	—	−11.6
STRIKES AND LOCKOUTS				
Strikes and lockouts	February	70	+22.8	+12.9
No. of workers involved	February	13,551	+60.8	−12.4
Duration in man days	February	120,990	+17.6	−11.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	January	122.37	+ 4.5	+ 7.3
Average hourly earnings (mfg.)†	January	2.94	+ 0.7	+ 8.5
Average weekly hours paid†	January	39.3	+ 5.6	− 2.0
Average weekly wages (mfg.)†	January	115.35	+ 6.1	+ 6.4
Consumer price index (1961 = 100)	February	128.7	+ 0.4	+ 5.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	December	113.9	− 6.6	+ 1.3
Total labour income (Millions of dollars)†	January	(data unavailable at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	January	170.7	− 0.8	+ 3.6
Manufacturing	January	167.7	− 1.8	+ 2.0
Durables	January	187.3	− 1.8	+ 0.8
Non-durables	January	151.8	− 1.6	+ 3.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	January	6,849	−41.0	−39.4
Completions	January	10,106	−20.5	+ 5.0
Under construction	January	111,081	− 2.9	+ 2.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended February 21, 1970

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,031	621	2,243	3,003	1,315	849
Men	5,466	431	1,552	2,016	898	569
Women	2,565	190	691	987	417	280
14-19 years	721	58	201	241	140	81
20-24 years	1,207	120	376	407	191	113
25-44 years	3,491	239	1,002	1,340	535	375
45-64 years	2,418	191	617	938	413	259
65 years and over	194	13	47	77	36	21
EMPLOYED	7,505	533	2,048	2,867	1,245	792
Men	5,048	372	1,396	1,914	840	526
Women	2,457	181	652	953	405	266
Agriculture	430	18	89	105	196	22
Non-agriculture	7,075	535	1,959	2,762	1,049	770
Paid Workers	6,526	490	1,784	2,568	978	706
Men	4,256	325	1,189	1,670	612	460
Women	2,270	165	595	898	366	246
UNEMPLOYED	526	68	195	136	70	57
Men	418	59	156	102	58	43
Women	108	*	39	34	12	14
PERSONS NOT IN LABOUR FORCE	6,842	757	2,014	2,323	1,088	660
Men	1,904	252	548	612	312	180
Women	4,938	505	1,466	1,711	776	480

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended February 21, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	14,873	2,466	4,232	1,163	4,320	1,134	1,558
LABOUR FORCE	8,031	721	4,010	898	1,452	756	194
Employed	7,505	624	3,788	788	1,404	724	187
Unemployed	526	97	222	120	48	32	**
NOT IN LABOUR FORCE	6,842	1,745	222	265	2,868	378	1,364
PARTICIPATION RATE†							
1970—February 21	54.0	29.2	94.8	77.2	33.6	66.7	12.5
January 17	53.8	28.7	94.6	77.6	33.4	66.8	12.0
UNEMPLOYMENT RATE‡							
1970—February 21	6.5	13.5	5.5	13.4	3.3	4.2	**
January 17	6.1	14.4	4.8	12.6	2.9	3.7	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended February 21, 1970

	Feb. 21 1970	Jan. 17 1970	Feb. 15 1969
	(in thousands)		
TOTAL UNEMPLOYED	526	485	473
On temporary layoff up to 30 days	57	62	40
Without work and seeking work	469	423	433
Seeking:			
Full-time work	445	401	408
Part-time work	24	22	25
Under 1 month	108	108	88
1-3 months	202	194	195
4-6 months	98	67	90
More than 6 months	61	54	60

Source: Labour Force Survey, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1969 employers in the principal non-agricultural industries reported a total employment of 3,751,077. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1968—December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November*	130.1	155.2	121.42	126.4	156.0	127.18
December†	126.5	149.7	117.09	123.3	150.2	122.46

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	115.5	120.5	114.3	98.20	101.01	90.39
Newfoundland	114.3	122.4	113.5	107.10	111.14	97.81
Prince Edward Island	124.1	132.8	137.5	80.08	82.76	73.80
Nova Scotia	115.3	118.5	113.6	94.95	97.99	87.00
New Brunswick	115.6	120.5	113.7	98.15	99.71	91.50
Québec	118.4	122.2	116.1	113.88	118.41	108.12
Ontario	131.6	134.9	127.9	120.46	125.21	113.22
Prairie Region	125.5	128.6	121.2	112.18	115.12	104.91
Manitoba	116.6	120.6	113.5	105.72	108.57	100.88
Saskatchewan	114.5	116.9	117.5	108.38	110.39	103.17
Alberta	137.5	140.2	129.2	118.11	121.51	108.56
British Columbia	139.2	142.4	129.0	129.54	134.23	120.20
CANADA	126.5	130.1	122.7	117.09	121.42	109.95
URBAN AREAS						
St. John's	133.0	137.6	136.3	91.07	93.87	84.94
Halifax	125.3	126.0	120.9	96.68	99.99	89.19
Sydney	91.7	91.3	98.9	102.30	101.43	94.98
Moncton	136.5	143.1	117.3	94.94	95.91	87.85
Saint John	114.8	113.6	117.8	93.78	99.47	87.98
Chicoutimi	111.0	113.6	109.1	138.96	134.55	123.54
Montreal	121.1	124.5	119.2	114.07	119.13	109.49
Québec	116.9	121.8	116.0	100.07	104.63	94.28
Shawinigan	92.8	94.4	98.3	121.19	119.48	111.87
Sherbrooke	116.2	118.6	112.0	97.18	100.86	91.63
Trois-Rivières	114.9	117.8	109.6	108.48	113.48	102.82
Ottawa-Hull	139.6	142.3	132.7	110.18	113.53	102.42
Belleville	126.0	130.8	120.0	101.20	107.07	93.57
Brampton	286.6	292.3	273.1	119.16	125.87	112.85
Brantford	131.6	139.4	125.5	108.27	110.28	103.69
Fort William-Port Arthur	124.4	126.1	122.9	115.16	119.70	108.33
Guelph	142.7	144.2	134.9	110.17	114.96	101.72
Hamilton	123.2	125.7	121.4	125.56	127.58	115.69
Kingston	127.0	128.7	123.8	120.36	114.81	115.47
Kitchener	155.6	159.1	148.9	106.23	111.79	99.53
London	124.4	128.6	122.5	111.26	115.13	105.18
Niagara Falls	103.7	109.6	100.3	116.63	116.55	112.02
Oshawa	143.4	146.3	143.1	126.14	140.15	130.10
Peterborough	141.8	148.9	136.0	123.17	126.38	116.50
Sarnia	142.3	145.3	138.6	148.64	155.19	139.36
Sault Ste. Marie	113.2	109.5	122.2	139.89	136.58	127.04
Sudbury	125.0	125.1	119.3	149.84	146.49	136.83
St. Catharines	142.6	145.9	142.2	125.09	133.68	126.66
Timmins	71.1	71.5	70.8	105.95	111.90	99.57
Toronto	134.6	138.5	130.0	121.89	127.10	113.77
Welland	109.1	111.1	109.6	133.88	140.32	122.05
Windsor	153.1	157.2	155.2	123.61	144.48	124.53
Winnipeg	121.4	125.8	116.6	99.70	102.41	94.54
Regina	120.5	120.8	123.2	103.83	105.55	99.07
Saskatoon	134.7	140.2	144.9	102.90	102.87	97.83
Calgary	148.4	151.6	139.1	117.15	121.16	106.31
Edmonton	146.8	150.1	137.8	110.76	115.49	102.34
Vancouver	142.9	146.0	133.0	125.88	129.57	116.71
Victoria	136.3	138.9	124.0	113.22	115.35	104.08

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
December 1969*	—	123.5	849.0	815.4	338.4	—	1,122.7	304.8	1,143.5	671.9	423.3	6,511.0
November 1969*	72.3	124.0	873.2	835.4	400.6	670.1	1,124.8	303.7	1,141.0	697.2	422.9	6,670.3
December 1968†	53.3	118.2	836.9	792.5	309.7	637.2	1,055.5	287.8	1,123.1	616.9	397.8	6,235.9
NEWFOUNDLAND												
November 1969*	2.4	5.6	10.1	1.9	8.3	13.5	15.3	2.2	20.5	7.5	8.1	95.4
October 1969*	2.5	5.8	10.7	2.1	10.7	14.0	16.0	2.3	20.5	8.5	8.3	101.4
November 1968†	2.5	5.6	9.2	1.9	9.2	14.4	17.3	2.0	23.9	7.6	8.0	101.5
PRINCE EDWARD ISLAND												
November 1969*	0.2	—	2.5	0.5	2.4	3.5	7.3	0.7	5.0	3.1	2.2	27.5
October 1969*	0.1	—	2.7	0.6	2.8	3.5	6.3	0.7	6.3	3.0	2.4	28.2
November 1968†	—	—	2.4	0.5	2.0	3.6	4.3	0.6	6.0	1.5	2.0	23.1
NOVA SCOTIA												
November 1969*	2.7	5.6	19.0	14.9	16.3	21.7	34.9	7.1	44.7	15.8	20.7	203.3
October 1969*	2.9	5.7	19.1	14.7	17.3	21.9	34.9	7.1	44.4	16.7	21.0	205.8
November 1968†	2.2	7.0	18.6	14.0	14.4	22.0	33.8	6.7	38.4	14.0	20.6	191.7
NEW BRUNSWICK												
November 1969*	7.0	2.3	17.4	10.5	11.4	20.7	28.3	4.7	33.9	10.9	12.3	159.5
October 1969*	7.6	2.4	18.8	10.1	13.6	21.2	27.6	4.7	32.4	11.2	12.1	161.7
November 1968†	6.1	2.4	17.5	11.4	9.4	19.9	27.1	4.5	31.5	10.3	10.8	150.8
QUÉBEC												
November 1969*	22.8	25.5	327.5	204.7	88.4	182.6	277.9	85.1	313.4	176.9	93.9	1,798.6
October 1969*	25.3	26.4	336.9	205.4	94.9	185.1	272.4	85.0	309.3	179.5	93.4	1,813.6
November 1968†	20.9	24.8	324.4	200.3	85.1	181.2	260.0	80.3	302.9	159.4	86.7	1,726.0
ONTARIO												
November 1969*	11.5	34.7	377.9	468.2	160.5	219.1	452.6	131.6	418.5	285.9	171.5	2,732.1
October 1969*	11.8	23.2	383.9	461.6	166.9	219.3	442.1	131.2	406.4	291.7	173.2	2,711.3
November 1968†	11.1	35.3	376.7	453.7	154.9	211.0	410.3	122.9	414.5	256.4	167.7	2,614.6
MANITOBA												
November 1969*	0.9	7.7	28.2	22.7	16.1	45.9	58.7	13.8	51.9	33.2	20.2	299.3
October 1969*	1.2	8.0	28.9	23.0	18.1	46.6	58.4	13.6	52.3	33.9	20.1	304.1
November 1968†	0.7	6.8	28.1	20.4	16.9	45.7	53.7	13.1	51.1	30.1	19.3	286.0
SASKATCHEWAN												
November 1969*	0.5	5.8	10.1	5.1	12.4	25.7	40.3	8.3	47.7	19.7	18.7	194.4
October 1969*	0.4	5.8	9.9	5.3	14.2	26.4	39.6	8.2	47.6	21.3	20.8	199.5
November 1968†	0.6	5.2	10.0	5.6	15.0	26.5	40.7	8.3	47.4	19.7	17.4	196.5
ALBERTA												
November 1969*	1.7	22.5	27.7	27.9	41.3	52.0	89.1	19.7	95.5	60.8	32.5	470.7
October 1969*	1.7	22.0	27.8	27.1	43.3	53.2	88.0	20.0	92.5	60.9	32.9	469.5
November 1968†	1.7	21.2	26.8	23.8	36.6	49.0	84.2	18.8	97.1	52.5	31.8	443.5
BRITISH COLUMBIA												
November 1969*	22.7	11.4	52.7	79.0	42.6	83.5	119.1	30.2	108.5	81.8	40.3	671.8
October 1969*	23.9	11.3	54.0	79.5	45.8	79.1	118.3	29.9	103.5	86.2	40.4	672.0
November 1968*	20.2	9.7	50.9	74.2	37.9	76.4	108.5	31.1	108.3	73.6	38.6	630.0

*Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.
**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. ‡Excludes non-civilian employees.
Basis: 1960 Standard Industrial Classification.
Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	December 1969	November 1969	December 1968	December 1969	November 1969	December 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.1	111.4	108.3	153.19	153.91	141.82
Metals	103.1	103.1	102.1	154.21	154.42	142.67
Mineral fuels	101.4	100.0	103.6	166.29	163.31	149.96
Non-metals except fuels	130.1	130.9	111.9	143.17	137.98	131.14
Quarries and sand pits	95.9	116.4	84.4	115.35	135.85	108.48
Services incidental to mining	169.3	165.7	166.5	151.27	160.80	143.82
MANUFACTURING	123.3	126.4	121.4	122.46	127.18	114.92
Durable goods	136.5	139.5	133.4	129.81	137.13	122.61
Non-durable goods	112.5	115.9	111.7	115.25	117.49	107.50
Food and beverages	101.4	107.5	102.5	112.29	112.59	103.68
Foods	100.1	106.8	101.2	108.42	108.80	100.20
Beverages	109.1	111.8	111.0	134.75	135.42	123.71
Tobacco processing and products	106.3	107.8	108.7	117.76	124.03	110.78
Rubber products	116.0	120.2	121.2	129.59	136.04	114.66
Leather products	91.5	94.5	99.2	74.07	82.73	71.10
Textile products	117.5	119.2	119.1	99.17	105.43	96.22
Knitting mills	113.8	117.9	114.6	71.74	80.03	68.61
Clothing	105.0	109.0	104.5	68.05	76.09	66.05
Wood products	108.1	111.1	109.9	110.58	116.61	104.58
Furniture and fixtures	134.1	138.8	127.5	93.76	105.47	86.42
Paper and allied industries	121.5	121.0	117.7	149.21	146.84	137.98
Printing, publishing and allied industries	115.3	117.3	113.6	127.49	130.73	119.84
Primary metal industries	128.3	127.8	126.9	151.16	149.94	137.54
Metal fabricating industries	134.1	138.2	130.5	124.02	134.17	116.28
Machinery, except electrical	154.6	155.0	143.4	141.01	144.68	131.02
Transportation equipment	156.9	159.3	153.3	133.90	151.93	134.78
Electrical products	148.7	152.2	145.1	126.34	128.65	117.33
Non-metallic mineral products	114.4	122.8	113.8	129.53	135.64	120.71
Petroleum and coal products	102.7	103.0	102.1	186.58	186.80	174.26
Chemicals and chemical products	119.2	120.1	117.2	143.72	143.31	133.68
Miscellaneous manufacturing industries	152.0	159.3	137.7	103.84	107.39	97.84
CONSTRUCTION	106.7	126.0	103.1	130.16	160.00	118.07
Building	121.9	140.0	114.5	127.34	160.54	115.27
Engineering	80.7	101.9	83.3	137.45	158.75	124.74
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.4	112.5	109.5	134.90	137.00	126.07
Transportation	105.5	108.1	105.9	132.60	135.86	123.72
Storage	107.0	109.5	112.1	119.51	121.87	114.02
Communication	121.3	121.5	117.1	132.77	130.63	123.05
TRADE	145.5	145.2	139.8	94.93	94.79	89.04
Wholesale trade	131.0	133.4	124.0	120.44	120.66	113.65
Retail trade	153.4	151.7	148.2	82.97	82.32	77.73
FINANCE, INSURANCE AND REAL ESTATE	141.7	141.8	133.6	115.89	115.07	109.77
Financial institutions	147.2	147.0	137.5	114.46	113.15	108.29
Insurance and real estate	134.5	134.9	128.4	117.98	117.88	111.89
SERVICE	168.9	175.3	156.1	86.34	86.34	81.52
Recreational services	135.6	149.8	133.3	79.75	81.03	73.89
Business services	187.9	195.4	173.0	136.12	133.88	128.18
Personal services	155.2	160.4	144.2	63.72	64.04	59.93
Miscellaneous services	214.0	217.5	187.1	85.42	86.55	83.68
INDUSTRIAL COMPOSITE	126.5	130.1	122.7	117.09	121.42	109.94

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	39.9	41.2	40.0	3.50	3.45	3.22	139.79	142.09	128.72
Metals	40.3	41.0	40.1	3.60	3.57	3.34	145.07	146.29	133.66
Mineral fuels	40.7	40.4	42.4	3.18	3.07	2.70	129.40	123.91	114.46
Non-metals, except fuels	41.9	40.0	40.2	3.24	3.21	2.98	135.90	128.43	119.63
Quarries and sand pits	37.5	46.5	38.4	2.90	2.85	2.56	108.59	132.73	98.05
Services incidental to mining	36.3	42.2	37.6	3.79	3.71	3.58	137.76	156.75	134.33
MANUFACTURING	37.2	40.4	38.0	2.92	2.88	2.70	108.67	116.18	102.56
Durable goods	37.5	41.0	38.6	3.10	3.10	2.88	116.33	127.23	110.89
Non-durable goods	37.0	39.7	37.4	2.73	2.64	2.51	100.70	104.84	94.00
Food and beverages	37.5	39.6	37.3	2.64	2.56	2.44	99.03	101.23	90.92
Foods	37.2	39.5	37.0	2.56	2.47	2.37	95.27	97.56	87.75
Beverages	39.4	40.2	39.4	3.19	3.19	2.89	125.76	128.09	113.93
Tobacco processing and products	32.3	37.4	33.9	3.13	2.95	2.88	101.10	110.59	97.55
Rubber products	38.5	42.2	37.4	3.09	3.04	2.73	118.84	128.53	102.21
Leather products	32.6	38.5	34.7	1.98	1.94	1.82	64.38	74.75	62.99
Textile products	36.7	41.1	39.2	2.30	2.27	2.15	84.39	93.22	84.56
Miscellaneous textiles	32.5	39.6	36.7	2.39	2.40	2.21	77.59	95.18	81.27
Knitting mills	35.3	40.8	37.3	1.74	1.74	1.61	61.32	71.07	59.95
Clothing	30.5	36.6	32.2	1.93	1.88	1.81	58.98	68.77	58.16
Wood products	36.8	39.7	37.9	2.83	2.79	2.60	104.13	110.77	98.71
Furniture and fixtures	36.3	42.5	36.4	2.30	2.31	2.10	83.46	98.04	76.48
Paper and allied industries	41.6	41.0	40.8	3.39	3.38	3.17	141.04	138.29	129.10
Pulp and paper mills	43.1	41.2	42.3	3.68	3.69	3.44	158.70	151.95	145.46
Printing, publishing and allied industries	36.0	38.0	36.4	3.37	3.38	3.14	121.09	128.72	114.25
Primary metal industries	40.0	40.3	39.4	3.53	3.48	3.25	141.34	140.47	127.98
Iron and steel mills	39.7	39.7	39.5	3.73	3.69	3.36	148.08	146.50	132.84
Metal fabricating industries	37.4	41.2	38.4	3.02	3.09	2.77	112.95	127.43	106.30
Machinery, except electrical	38.5	41.2	38.5	3.25	3.24	3.00	125.14	133.57	115.50
Transportation equipment	34.6	41.4	38.6	3.36	3.42	3.17	116.30	141.49	122.50
Aircraft and parts	38.0	42.8	39.2	3.38	3.42	3.09	128.21	146.63	121.07
Motor vehicles	33.4	41.0	39.0	3.48	3.56	3.29	116.36	145.73	128.50
Assembling	31.5	42.5	39.6	3.82	3.92	3.49	120.30	166.81	138.10
Parts and accessories	35.0	39.7	38.8	3.30	3.32	3.16	115.61	131.93	122.66
Shipbuilding and repairing	34.2	40.2	34.2	3.28	3.33	3.10	112.13	133.74	106.02
Electrical products	38.7	40.6	38.4	2.77	2.75	2.59	107.32	111.64	99.44
Communications equipment	39.9	40.7	38.2	2.69	2.70	2.49	107.14	109.68	94.93
Non-metallic mineral products	39.5	42.4	39.8	3.04	3.05	2.79	119.83	129.54	111.03
Petroleum and coal products	43.0	42.9	43.5	4.02	3.94	3.73	172.73	168.93	162.35
Chemical and chemical products	40.2	41.0	40.2	3.11	3.06	2.91	124.87	125.47	116.78
Miscellaneous manufacturing industries	36.9	40.5	37.2	2.36	2.30	2.17	87.05	93.05	80.85
CONSTRUCTION	30.4	40.4	31.1	3.95	3.93	3.46	120.03	158.72	107.87
Building	28.8	39.1	29.5	4.11	4.09	3.57	118.48	160.02	105.27
General contractors	30.0	39.3	29.5	4.07	4.02	3.48	122.10	158.32	102.55
Special trade contractors	28.0	38.9	29.5	4.14	4.14	3.64	115.83	161.31	107.32
Engineering	34.5	43.6	35.2	3.60	3.57	3.25	124.27	155.59	114.18
Highways, bridges and streets	34.8	43.1	37.0	3.04	3.12	2.69	105.72	134.52	99.41
Other engineering	34.2	44.0	33.8	4.06	3.99	3.71	139.03	175.22	125.40
OTHER INDUSTRIES									
Urban transit	41.6	41.5	41.7	3.54	3.54	3.32	146.99	146.72	138.30
Highway and bridge maintenance	37.8	39.6	38.0	2.73	2.63	2.58	103.27	104.35	98.32
Laundries, cleaners and pressers	35.1	37.8	35.3	1.69	1.66	1.54	59.23	62.50	54.44
Hotels, restaurants and taverns	31.3	31.8	32.3	1.71	1.67	1.57	53.47	53.27	50.63

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.94	116.8	108.8
1966	40.8	2.25	91.65	123.1	110.5
1967	40.3	2.40	96.84	130.1	112.8
1968†	40.3	2.58	104.00	139.7	116.2
Last Pay Period in					
1968—December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February	40.3	2.72	109.65	147.3	119.5
March	40.5	2.74	110.97	149.1	119.6
April	40.3	2.75	110.87	148.9	119.2
May	40.4	2.77	111.97	150.4	119.5
June	40.2	2.78	111.83	150.2	118.8
July	39.9	2.77	110.57	148.5	117.0
August	40.1	2.78	111.37	149.6	118.2
September	40.7	2.82	114.89	154.3	121.7
October	40.4	2.84	114.87	154.3	121.1
November*	40.4	2.88	116.18	156.1	122.0
December†	37.2	2.92	108.67	146.0	113.9

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Dec. 1969	Nov. 1969	Dec. 1968	Dec. 1969	Nov. 1969	Dec. 1968
				$	$	$
Newfoundland	38.9	42.4	36.1	2.59	2.38	2.47
Nova Scotia	37.6	40.0	36.7	2.31	2.27	2.11
New Brunswick	37.7	40.3	39.2	2.56	2.41	2.25
Québec	37.1	41.2	38.0	2.61	2.56	2.43
Ontario	37.4	40.3	38.3	3.05	3.03	2.82
Manitoba	36.6	39.6	37.3	2.59	2.57	2.36
Saskatchewan	38.8	39.7	38.8	3.11	3.04	2.89
Alberta	38.0	39.7	37.9	3.04	3.04	2.73
British Columbia	36.3	37.8	36.5	3.61	3.60	3.36

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749, December 1969 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000
January	5,512,000	4,896,000	616,000
1968—December	5,446,000	4,948,100	497,900

Table E-4—Benefit Payments, by Province, January 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	120,328	4,046,292
Prince Edward Island	22,507	718,096
Nova Scotia	98,102	3,270,279
New Brunswick	109,149	3,468,668
Québec	726,096	25,308,939
Ontario	641,800	22,397,080
Manitoba	83,771	2,913,905
Saskatchewan	83,680	2,901,280
Alberta	89,556	3,192,633
British Columbia	222,644	8,283,248
Total, Canada, January 1970	2,197,633	76,500,420
Total, Canada, December 1969	976,391	33,060,495
Total, Canada, January 1969	2,007,684	61,239,268

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	January 1970			January 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	266,144	211,501	54,643	267,291	210,201	57,090
Newfoundland	8,894	7,736	1,158	9,701	8,330	1,371
Prince Edward Island	1,904	1,657	247	2,145	1,837	308
Nova Scotia	13,450	11,546	1,904	14,341	12,098	2,243
New Brunswick	10,637	9,043	1,594	10,671	8,923	1,748
Québec	78,324	60,887	17,437	76,530	58,123	18,407
Ontario	88,234	67,892	20,342	78,567	59,463	19,104
Manitoba	9,981	8,330	1,651	10,098	8,293	1,805
Saskatchewan	9,318	7,831	1,487	9,690	8,182	1,508
Alberta	13,911	11,403	2,508	14,465	11,817	2,648
British Columbia	31,491	25,176	6,315	41,083	33,135	7,948

* In addition, revised claims received numbered 8,380.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants January 31, 1969
Canada	659,459	280,848	256,988	78,620	43,363	615,960
Male	475,819	214,792	193,871	44,930	22,226	447,589
Female	183,640	66,056	63,117	33,330	21,137	168,371
NEWFOUNDLAND	33,112	10,473	18,366	3,080	1,193	34,663
Male	29,769	9,724	16,764	2,514	767	31,115
Female	3,343	749	1,602	566	426	3,548
PRINCE EDWARD ISLAND	5,946	2,015	3,605	213	113	6,687
Male	4,657	1,532	3,005	70	50	5,216
Female	1,289	483	600	143	63	1,471
NOVA SCOTIA	33,991	15,589	12,959	3,003	2,440	32,953
Male	27,650	13,337	10,602	1,930	1,781	26,063
Female	6,341	2,252	2,357	1,073	659	6,890
NEW BRUNSWICK	32,369	11,289	15,759	3,758	1,563	32,513
Male	24,351	9,207	11,905	2,194	1,045	24,838
Female	8,018	2,082	3,854	1,564	518	7,675
QUÉBEC	204,255	81,818	81,145	26,458	14,834	187,039
Male	149,264	64,338	61,534	15,792	7,600	137,974
Female	54,991	17,480	19,611	10,666	7,234	49,065
ONTARIO	197,541	91,215	66,062	24,721	15,543	165,089
Male	127,486	63,718	43,670	12,775	7,323	103,342
Female	70,055	27,497	22,392	11,946	8,220	61,747
MANITOBA	25,693	11,788	10,069	2,663	1,173	22,710
Male	19,572	8,845	8,464	1,590	673	16,944
Female	6,121	2,943	1,605	1,073	500	5,766
SASKATCHEWAN	23,223	9,590	10,352	2,358	923	22,267
Male	18,194	7,627	8,791	1,381	395	17,891
Female	5,029	1,963	1,561	977	528	4,376
ALBERTA	28,042	13,988	9,840	2,923	1,291	27,788
Male	20,914	11,310	7,727	1,365	512	21,063
Female	7,128	2,678	2,113	1,558	779	6,725
BRITISH COLUMBIA	75,287	33,083	28,831	9,083	4,290	84,251
Male	53,962	25,154	21,409	5,319	2,080	63,143
Female	21,325	7,929	7,422	3,764	2,210	21,108

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
				(1949 = 100)				
February	166.3*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—February, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 70	Jan. 69	Feb. 69							
					(1961 = 100)					
St. John's, Nfld.	121.9	120.9	117.8	124.2	115.1	126.7	114.3	132.9	111.9	144.2
Halifax	123.6	123.2	115.5	132.4	116.2	122.3	116.1	138.8	126.8	127.8
Saint John	123.2	122.4	116.3	130.1	115.1	127.8	120.2	131.2	129.7	126.4
Montreal	124.2	123.5	120.4	129.2	115.2	122.0	124.8	130.4	139.0	128.4
Ottawa	126.5	125.7	120.1	132.9	117.5	127.1	121.3	140.8	136.2	132.2
Toronto	127.2	126.8	121.2	131.0	120.2	128.4	130.2	137.5	124.5	130.3
Winnipeg	126.7	126.2	120.4	133.1	114.7	134.0	126.7	145.1	129.1	129.1
Saskatoon-Regina	122.1	121.7	117.7	129.5	114.8	126.9	115.9	127.5	128.8	122.1
Edmonton-Calgary	123.7	123.5	119.2	125.9	117.7	125.1	121.1	141.5	131.1	124.3
Vancouver	121.4	121.0	117.3	129.3	115.2	125.3	117.4	129.9	118.8	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1969	556	585	301,954	7,736,710	0.46
*1969—March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64
July	33	113	70,723	1,058,150	0.69
August	44	117	74,686	1,178,780	0.81
September	29	96	61,497	1,126,750	0.81
October	37	112	73,930	1,112,570	0.76
November	33	90	49,404	402,010	0.30
December	19	67	11,719	138,290	0.10
*1970—January	17	57	8,428	102,840	0.08
February	34	70	13,551	120,990	0.09
March	31	68	16,619	166,060	0.12

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, March 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	2	2	1,044	17,660
Manufacturing	15	40	7,743	122,110
Construction	4	6	1,493	7,290
Transportation and utilities	7	8	5,661	13,090
Trade	1	4	97	640
Finance	—	—	—	—
Service	2	7	564	4,910
Public administration	—	1	17	360
All industries	31	68	16,619	166,060

Table G-3—Strikes and Lockouts, by Jurisdiction, March 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—	—
Prince Edward Island	—	—	—	—
Nova Scotia	1	2	2,505	31,730
New Brunswick	2	3	858	17,100
Québec	4	12	1,158	10,300
Ontario	19	33	5,708	61,700
Manitoba	—	—	—	—
Saskatchewan	—	1	13	270
Alberta	—	3	264	3,970
British Columbia	1	9	1,404	33,690
Federal	4	5	4,709	7,300
All jurisdictions	31	68	16,619	166,060

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
Brunswick Mining Smelting Corp. Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	814	16,280	16,280	Mar. 3 —	Wages, length of contract—
Wasamac Mines Ltd., Arntfield, Que.	Steelworkers Loc. 6558 (AFL-CIO/CLC)	230	1,380	1,380	Mar. 23 —	Wages, hours, fringe benefits—
Manufacturing						
FOOD AND BEVERAGES						
Silverwood Dairies Ltd., London, Ont.	Teamsters Loc. 647 (Ind.)	184	—	1,840	Feb. 16 Mar. 2	Failure to reach agreement—$9 per wk. increase retroactive to Jan. 1, 1970, $6 Jan. 1, 1971, $4 July 1, 1971 for Sales staff: $9.10 per wk. retroactive to Jan. 1, 1970, $6-$7 Jan. 1, 1971, $5-$6 per wk. July 1, 1971 for production workers.
National Sea Products Ltd., Various locations, Nova Scotia.	Seafood Workers various locals (CLC)	1,200	25,200	32,400	Feb. 23 —	Wages, fringe benefits—
Canada Bread Co. Limited, Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	171	2,850	2,850	Mar. 7 —	Wages, working conditions—
Dominion Dairies, Borden Dairy and others, Toronto, Ont.	Teamsters Loc. 647 (Ind.)	800	9,990	9,990	Mar. 12 Mar. 28	Wages, working conditions— Wage increases varying according to classification, other benefits.
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,840	2,980	Feb. 27 —	Delay in signing new agreement—
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	460	460	Mar. 26 —	Wages—
WOOD						
Weyerhaeuser Québec Ltée, Princeville, Cté Arthabaska, Qué.	Building and Woodworkers' Federation (CNTU)	132	1,980	20,850	Aug. 6 Mar. 23	Wages, hours, vacations, holidays —30% wage increase over three years; other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1970 (Preliminary) (Cont.)

Industry Employer	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date Termination Date	Major Issues Result
FURNITURE AND FIXTURES						
Canadian Association of Storefitting Manufacturers, Toronto, Ont.	Carpenters Loc. 2679 (AFL-CIO/CLC)	400	1,200	1,200	Mar. 26 —	Wages, job classification, vacation pay, union welfare fund—
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	3,050	3,050	Mar. 10 —	Breakdown in contract regotiations—
PRINTING & PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions (AFL-CIO/CLC)	1,197	29,930	44,290	Feb. 16 —	Newspapers ceased publishing operations and terminated agreements—
METAL FABRICATING						
Dynamic Industries Inc., Quebec, Que.	Auto Workers Loc. 1044 (CLC)	267	1,340	5,080	Feb. 10 Mar. 9	Wages, hours, other matters—32¢ an hr. increase over 14 mo. contract; reduction in hours from 42½ to 41½ hours per wk.
ELECTRICAL PRODUCTS						
Canadian Westinghouse Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	416	6,240	32,040	Dec. 1 Mar. 23	Wages, cost of living bonus, fringe benefits—25¢ an hr. increase first yr., 20¢ second yr.; other improved benefits.
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	6,480	6,480	Mar. 5 —	Wages, other benefits—
MISCELLANEOUS MANUFACTURING						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	138,800	May 17 1968	Wages, union security, grievance procedures—
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC)	786	4,720	4,720	Mar. 20 —	Wages—
Construction						
Les Entreprises du Bon Conseil Ltée, Roberval, Que.	Building and Woodworkers' Federation (CNTU)	125	310	310	Mar. 2 Mar. 4	Alleged grievances—Return of workers when temporary agreement signed.
Ralph M. Parsons Const., Point Tupper, N.S.	Various unions	1,305	6,530	6,530	Mar. 23 Mar. 30	Attempt by workers' organizations to remove a co. supervisor—Return of workers when dispute settled.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1970 (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Transportation and Utilities						
TRANSPORTATION						
*Various trucking firms, Various locations, British Columbia.	Teamsters Loc. 31 (Ind.)	314	1,300	1,300	Mar. 12 Mar. 23	Not reported—Not reported.
*British Columbia Maritime Employers Association, Vancouver, B.C.	Longshoremen and Warehousemen Loc. 500 (CLC)	1,000	2,000	2,000	Mar. 30 Apr. 1	Alleged dispute over dispatch o work gangs—Return of workers
COMMUNICATIONS						
*Post Office Department, Montreal, Qué.	Canadian Union of Postal Workers (CLC)	2,500	2,500	2,500	Mar. 3 Mar. 4	Slowness of negotiations—Re turn of workers.
*Post Office Department, Various locations, Canada.	Letter Carriers various locals (CLC)	865	870	870	Mar. 30 Mar. 31	Work on a paid holiday—Retur of workers.
POWER, GAS AND WATER						
Consumers' Gas Co., Eleven centres in Ontario.	Chemical Workers Loc. 513 (AFL-CIO/CLC)	440	5,280	5,280	Mar. 13 —	Wages, fringe benefits—
Consumers' Gas Co., Toronto and Brampton, Ontario	Chemical Workers Loc. 161 (AFL-CIO/CLC)	500	500	500	Mar. 18 Mar. 19	In support of striking clerica workers local 513—Return o workers when arrangements t resume negotiations were made.
Service						
EDUCATION						
Commission Scolaire Régionale de la Mauricie, La Mauricie region, Que.	Public Service Employees' Federation (CNTU)	130	910	1,430	Feb. 24 Mar. 11	Wages, security of employment— Wage increase, other improve ments.
PERSONAL SERVICES						
Canteen of Canada, Toronto, Brantford, St. Catharines and London, Ont.	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	275	1,380	4,760	Feb. 12 Mar. 9	Wages, fringe benefits—70¢ pe hr. increase for males, 57¢ for fe males over a 2-yr. contract, othe benefits.
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,100	5,300	Jan. 15 —	Wages, union security—

*Federal jurisdiction.

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